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NOMINATION OF JAMES H. BILLINGTON TO BE LIBRARIAN OF CONGRESS

HEARING

BEFORE THE

COMMITTEE ON RULES AND ADMINISTRATION UNITED STATES SENATE

ONE HUNDREDTH CONGRESS

FIRST SESSION

ON

THE NOMINATION OF JAMES H. BILLINGTON
TO BE LIBRARIAN OF CONGRESS

JULY 14, 1987

Printed for the use of the Committee on Rules
and Administration, United States Senate

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CONTENTS

	Page
Opening statement of Hon. Wendell H. Ford, chairman, Committee on Rules and Administration	1
Opening statement of Hon. Claiborne Pell	13
Biography of Dr. James H. Billington	2
Testimony of:	
James H. Billington, nominee to be Librarian of Congress	14
Margaret Chisholm, president, American Library Association	39
Emily Mobley, president, Special Libraries Association	44
Mary Ann Joyce, president, AFSCME Local 2910, Library of Congress	52
Howard R.L. Cook, BELC, and George E. Perry, EELC	63
Tommy Shaw, personnel research psychologist, Library of Congress	69
Prepared statement of:	
James H. Billington, nominee to be Librarian of Congress	18
Margaret Chisholm, president, American Library Association	41
Emily Mobley, president, Special Libraries Association	46
Mary Ann Joyce, president, AFSCME Local 2910, Library of Congress	53
Howard R.L. Cook, BELC, and George E. Perry, EELC	65
Tommy Shaw, personnel research psychologist, Library of Congress	71
Address of James H. Billington before the Regional Forum on the Conservation of Cultural Property	23
Responses to questions submitted by Hon. William L. Clay, the American Bar Association, and the Association of Research Librarians	34
Additional materials submitted by AFSCME Local 2910	56
Text of Library of Congress Regulation 2016-14	79

APPENDIX

Submitted statement of:	
Association of Research Libraries, Shirley Echelman, executive director	91
National Coordinating Committee for the Promotion of History	93
National Humanities Alliance, John H. Hammer, director	94
Consortium of Social Science Associations, Howard J. Silver, associate director for government relations	96
Ms. Carrie Johnson	98
American Bar Association, Eugene C. Thomas, president	100
Pikes Peak Library District, Kenneth E. Dowlin, director	101
Newspaper articles:	
Mar. 30, 1987, Roll Call, "Four Candidates Vie for Librarian of Congress Post"	103
Apr. 15, 1987, The Washington Post, "Billington In Line To Be Librarian"	104
Apr. 18, 1987, The New York Times, "A Scholarly Librarian"	106
Apr. 18, 1987, The Washington Post, "Chapter and Verse, American Style"	107
Apr. 21, 1987, The Washington Post, "A New Librarian" (editorial)	109

HEARING TO RECEIVE TESTIMONY ON THE NOMINATION OF JAMES H. BILLINGTON TO BE LIBRARIAN OF CONGRESS

TUESDAY, JULY 14, 1987

U.S. SENATE,
COMMITTEE ON RULES AND ADMINISTRATION,
Washington, DC.

The Committee met, pursuant to notice, at 9:30 a.m. in room 301 of the Russell Senate Office Building, Hon. Wendell H. Ford, chairman, presiding.

Present: Senators Ford, Stevens, Pell, Hatfield, Warner, and Moynihan.

Staff present: James O. King, staff director; William McW. Cochrane, senior adviser; Gerald W. Siegel, chief counsel; Gail S. Martin, chief clerk; Wayne A. Schley, minority staff director; John K. Swearingen, director, technical services; Carole J. Blessington, assistant chief clerk.

The CHAIRMAN. Good morning, ladies and gentlemen. We are assembled this morning to hear the President's nominee to the office of Librarian of Congress, the Honorable James H. Billington, as the successor to the present extremely successful incumbent, Daniel J. Boorstin, and, of course, other interested witnesses.

Dr. Billington's impressive credentials are reflected in his personal resume, a copy of which I ask unanimous consent to be placed in the record following my brief statement. From all indications, Dr. Boorstin, who has truly made an enviable record in his over twelve years as Librarian of Congress, will have a worthy and fully qualified successor in Dr. Billington.

For a number of reasons, including my pressing schedule today, and because of his great constant interest in the Library over many years, I have asked my good friend and colleague, Senator Pell, to preside at the hearing this morning, and I am pleased to say that he is able to do so.

[The biography of Dr. James H. Billington follows:]

rev. 4/87

Biography of James H. Billington

Director, Woodrow Wilson International Center for Scholars
Smithsonian Institution Building
Washington, D.C. 20560

Telephone: (202) 357-2763

Dr. Billington is a 1946 graduate of Lower Merion High School, where he was valedictorian and school president, and he holds a B.A. degree from Princeton, where he was valedictorian of the class of 1950. In 1953, he earned a D.Phil. from Oxford, where he was a Rhodes scholar at Balliol College. He served in the U.S. Army, 1953-6, (Private to First Lieutenant OCS) became a history instructor at Harvard in 1957, and an assistant professor of history and research fellow at the Russian Research Center in 1958. In 1961, he went to Princeton and was professor of history from 1964 to 1973. Dr. Billington has been a Guggenheim Fellow; a McCosh Faculty Fellow of Princeton University; visiting lecturer at the University of Leningrad, the University of Puerto Rico, and leading universities in Western and Eastern Europe and East Asia; and visiting research professor at the Institute of History of the Academy of Sciences of the U.S.S.R. in Moscow; the University of Helsinki; and the Ecole des Hautes Etudes en Sciences Sociales, Paris.

He has been Scholar-in-Residence, Aspen Institute for Humanistic Studies, 1974. 1975. and 1977; Japan Foundation distinguished visitor, Japan, November 1976; and Guest lecturer: Marburg University, May 1961; Aix-en-Provence, April 1968; Rome University, October 1979; Cologne University, October 1981; Sorbonne, November 1981; Institute for Study of the U.S.S.R. and East Europe, Beijing, July 1983; Academy of Korean Studies, Seoul, July 1983; Tel-Aviv University, Hebrew University of Jerusalem, Van Leer Institute, Jerusalem, January-February, 1985; Institute of International Workers' Movement, Moscow, May 1985.

A Phi Beta Kappa, he is a director of the Association of American Oxonians, a past director of the American Association for the Advancement of Slavic Studies, and a member of the Council on Foreign Relations and of P.E.N. He has been a longtime member of the editorial advisory board of Foreign Affairs and Theology Today. He is the author of Mikhailovsky and Russian Populism (1958), The Icon and the Axe: An Interpretive History of Russian Culture (1966), The Arts of Russia (1970), and Fire in the Minds of Men: Origins of the Revolutionary Faith (1980). He has written widely in Life, Foreign Affairs, and other professional and popular journals. In 1973 he scripted and hosted the Humanities Film Forum, a series of 14 scholarly discussions involving 28 scholars on nationwide educational television. He was also guest commentator for CBS on the Nixon-Brezhnev summit meetings of 1972-3; special consultant to the Chase Manhattan Bank on East-West matters, 1971-3; and has been a historian-consultant on documentary and international programming with NBC and ABC.

From 1971-6, he was a member of the Board of Foreign Scholarships, which has executive authority over academic exchanges with 110 countries under the Fulbright-Hays Act. He was elected and served as Chairman of the Board from 1971-3; initiated the new series of Lincoln Lectureships set up to commemorate the 25th anniversary of the program; and was convocation chairman of the international Bicentennial Conference in May 1976, commemorating the 30th anniversary of the Fulbright Program.

Since September 1973, he has been director of the Woodrow Wilson International Center for Scholars, Washington, D.C.: the congressionally created national memorial to Woodrow Wilson, located in the original red "Castle" building of the Smithsonian Institution. It is an international institute for advanced study dedicated to producing advanced scholarship and interacting "the world of learning and the world of public affairs"--an institute for advanced study run through open competition with the aid of seven outside academic advisory committees and with intellectual leadership exercised directly by the scholar-director without benefit of an in-house faculty. Under his directorship, a major set of regionally focused international programs has been established at The Wilson Center, beginning with the Kennan Institute for Advanced Russian Studies in 1974. The meetings program has expanded to more than 250 a year, including about 20 multi-day international conferences a year. The Wilson Quarterly, which he founded at the Center in 1976, has now more than 110,000 paid subscribers. During his directorship, the Wilson Center has increased funds raised annually in Congressional Appropriations from $800,000 in FY 1973 to $3,322,000 in FY 1987; and funds raised from non-appropriated resources from $129,400 in FY 1973 to $7,495,000 in FY 1986.

Dr. Billington has been a consultant to several international institutes for advanced study, and has served on academic visiting committees for a number of departments and programs in many American universities. He is currently chairman of the Advisory Committee to the graduate program of the Georgetown School of Foreign Service. He is a past vice chairman of the Board of Trustees of St. Albans School, and a member of the Roundtable organized by the Presiding Bishop of the Episcopal Church of the U.S.

He accompanied to the U.S.S.R. the official leadership delegations of the U.S. House of Representatives to the Supreme Soviet of the U.S.S.R. in April 1979 and July 1983 and of the U.S. Senate to the Supreme Soviet in August 1983. He is vice-chairman of the Atlantic Council's Working Group on the Successor Generation. He was a member of the delegation of the Episcopal Church to the Russian Orthodox Church that visited the U.S.S.R. in October 1986.

His last two books (The Icon and the Axe and Fire in the Minds of Men) were both nominated for National Book Awards. He has received honorary doctoral degrees from Lafayette College, Rhode Island College, Le Moyne College, The Catholic University of America, and Furman University. He is a member of the American Academy of Arts and Sciences and a Chevalier of the Order of Arts and Letters of France.

He is married to Marjorie Anne (Brennan) who is a graduate of Tower Hill School, Wilmington, Delaware, and the University of Delaware. She was formerly personal secretary to Senator J. Allen Frear of Delaware. They have four children: Susan Billington Harper, born 1958, a 1980 graduate of Yale University, and a 1983 graduate of Oxford University, where she was a Rhodes Scholar at Balliol College; Anne Billington Fischer, born 1960, a 1983 graduate of Princeton University; James Hadley Billington, Jr., born 1961, a 1984 graduate of Harvard University, currently at the Harvard Business School; and Thomas Keator Billington, born 1964, a 1986 graduate of Brown University, currently writing for the Reader's Digest.

Publications of James H. Billington

Books

Mikhailovsky and Russian Populism, Oxford University (Clarendon) Press, 1958, 217 pp.

The Icon and the Axe, An Interpretive History of Russian Culture, New York (Knopf, Inc.), 1966, 849 pp.; paperback, 1970.

Fire in the Minds of Men: Origins of the Revolutionary Faith, New York (Basic Books), 1980, 677 pp.; paperback, 1982.

"Finland," chapter on Finnish Communism in C. Black and T. Thornton, eds., Communism and Revolution, Princeton University Press, 1964, pp. 117-144.

"The Intellectuals," in Allen Kassof, ed., Prospects for Soviet Society, New York (Praeger), 1968, pp. 449-472.

"The Spirit of Russian Art," introduction to The Arts of Russia, New York (Horizon), 1970.

"Neglected Figures and Features in the Rise of the Raskol," in Andrew Blane, ed., The Religious World of Russian Culture, The Hague/Paris (Mouton), 1975.

"Reflections on the Nonmaterial Aspects of National Interests," in Prosser Gifford, ed., The National Interests of the United States in Foreign Policy, Washington (Woodrow Wilson International Center for Scholars), 1981, pp. 180-183.

"Rival Revolutionary Ideals," in Totalitarian Democracy and After; (International Colloquium in Memory of Jacob L. Talmon), Jerusalem, (Israel Academy of Science and Humanities), 1984, pp. 56-69.

"Three Views of Revolution," in And He Loved Big Brother - Man, State and Society in Question, (contributions to the George Orwell Colloquium, 1984, Council of Europe, Strasbourg), London, 1985, pp. 13-24; also in Reflections on America, 1984, An Orwell Symposium, ed. Robert Mulvihill, University of Georgia Press, 1986, pp. 202-214.

Con il Fuoco nella Mente: Le Origini della Fede Rivoluzionaria, Bologna, (Il Mulino), 1986, 731 pp. (Italian translation of Fire in the Minds of Men: Origins of the Revolutionary Faith.)

"Education and Culture: Beyond 'Lifestyles'," in Virtue--Public & Private. Richard John Neuhaus, ed., Wm. B. Eerdmans Publishing Co. in cooperation with The Rockford Institute Center on Religion & Society, Grand Rapids, Mich., 1986, pp. 1-7.

"American Foreign Policy and the New Isolationism," in Richard F. Staar, ed., Public Diplomacy: USA Versus USSR, Hoover Press Publication (Hoover Institution at Stanford University), 1986, pp. 3-18.

Books (continued)

"Socio-Cultural Imperatives for a New Containment Policy," in Terry L. Deibel and John Lewis Gaddis, eds., Containment--Concept and Policy," National Defense University Press, Washington, DC, 1986, Vol. 2, pp. 597-613.

Booklets

The Humanities Film Forum, Los Angeles, 1973 (brochure).

The Adventure of Liberal Education, Syracuse, 1982

Articles

"Thoughts on America and the Cold War," Freedom and Union, 1952, Autumn.

"The Bolshevik Debt to Russian Populism," Occidente, 1956, No. 4.

"The Renaissance of the Russian Intelligentsia," Foreign Affairs, 1957, April.

"Nikita Krushchev and 'Doctor Zhivago,'" New York Times Sunday Magazine, 1958, November 9, lead article.

"The Intelligentsia and the Religion of Humanity," American Historical Review, 1960, July.

"Five Clues to the Krushchev Riddle," New York Times Sunday Magazine, 1961, October 29, lead article.

"Images of Muscovy," Slavic Review, 1962, March.

"Science in Russian Culture," American Scientist, 1964, June.

"Soviet Youth Is Getting Out of (Party) Line," University: A Princeton Quarterly, 1965-66, Winter (No. 27).

"Six Views of the Russian Revolution," World Politics, 1966, April.

Articles on Russia in Life, 1967, September 22 and November 10.

Two articles on the Czech Crisis in Life, 1968, August 2 and September 6.

"The Humanistic Heartbeat Has Failed," Life, 1968, May 24.

"Force and Counterforce in Eastern Europe," Foreign Affairs, 1968, October.

"A Ferment of Intellectuals," Life, 1969, January 10.

Articles (continued)

"Address to the Rhodes Scholar Sailing Party, 1969," American Oxonian, 1970, April.

"Purpose in the University," Theology Today, 1971, January.

"Fulbright Success Story," New York Times Op-Ed page, 1971, December 13.

"The Strange Death of Liberal Education," Furman Magazine, 1972, Fall.

"The Gun Within," Newsweek, 1975, October 6.

"The Crisis of Legitimacy," Theology Today, 1976, July.

"Fire in the Minds of Men," Wilson Quarterly, 1980, Summer.

"Christianity in the USSR," Theology Today, 1980, July.

"The World's Fight: 17. An Innovation in International Scholarship," American Oxonian, 1981, Spring (No. 2).

'Revolution and Its Discontents: The Revolutionary Faith in the Modern World," Syracuse Scholar, 1981, Fall (No. 2).

"Russia After Brezhnev: A Nation in Search of a New Identity," Washington Post, 1982, November 14.

"The Essentials: Goodness, Beauty, Truth," Envoy (The Catholic University of America), 1983, Fall.

"With Russia: After 50 Years. A Time of Danger, an Opening for Dialogue," Washington Post, 1983, November 20.

"Liberty, Equality, Fraternity - Old Ideals, New Revolutions," Jubilee, 1984, Summer, pp. 7-12.

"Der Generationswechsel: Die Suche nach einer nachstalinistischen Identitat," Wohin entwickelt sich die Sowjetunion? Zur aussenpolitischen Relevanz innerpolitischer Entwicklungen, edited by Hans-Joachim Veen. Melle: Knoth, 1984 (Third German-American Conference, Social Science Research Institute, Konrad-Adenauer-Stiftung, Sankt Augustin bei Bonn). pp. 180-183.

"Realism and Vision in American Foreign Policy," Foreign Affairs - 1987, February.

. . . . . .

A number of the above articles have been reprinted in anthologies and/or translated into foreign languages.

Not included are a number of columns on Communist affairs and politics in New York Journal American; and book reviews on historical and educational subjects in New York Times Book Review, Book World, Life, Times Literary Supplement, etc.

Information for Committee on Rules and Administration, United States Senate

A. Biographical

1. James Hadley Billington

2. present address: 1520 Highwood Drive, Arlington, Virginia, 22207, previous (prior to May 1, 1987): 2723 Q St. NW, Washington, DC, 20007.

3. Born: June 1, 1929, Bryn Mawr, Penna., USA

4. Social Security No. 176 22 5355

5. Married since 1957 to Marjorie Anne (Brennan) Billington

6. Children: Susan Gilbert (Billington) Harper, 29; Anne Holmes (Billington) Fischer, 27; James Hadley Billington, Jr., 25; Thomas Keator Billington, 23.

7. Education: Princeton University, BA, 1950; Oxford University D. Phil., 1953. Primary and secondary education entirely in the public school system of Lower Merion Township, Penna., graduating from Lower Merion Senior High School, Ardmore, Penna., 1946.

8. Employment: September 73 to the present, Woodrow Wilson International Center for Scholars, Smithsonian Institution Building, Director. September 61 to September 73, Princeton University, Princeton, N.J., Professor of History teaching a variety of courses. September 57 to September 61, Harvard University, Cambridge, Mass., Assistant Professor of History teaching a variety of courses. Summer 53 to November 53 and late 56 to August 57, Office of National Estimates of Central Intelligence Agency, Washington, DC, research and drafting of national estimates. November 53 to late 56, US Army, Fort Knox, Fort Benning, and Washington, DC, infantry troop duty including infrantry Officer's Candidate School and staff duty in Washington with Office of National Estimates. Part-time: I also have written for a number of publications, particularly Life magazine on assignement in the late 1960s; I was a consultant on East-West relations to the Chase Manhattan Bank in the early 1970s; and I was a guest comentator for CBS Television in the early 1970s as well as host of the PBS television series, The Humanities Film Forum in 1973.

9. Government Experience: ONE/CIA and US Army experience as described above; also worked as a consultant for ONE/CIA in the 1960s; and served as a Presidentially-appointed member of the Board of Foreign Scholarships from 1970-76, during which time I was elected by the members of the Board first as Vice-Chairman and then as Chairman of the Board. (This was a pro bono Board without remuneration, but it had executive authority over the entire Fulbright Program world-wide and was in effect a half-time job during this period.)

10. Member: Christ Church, Georgetown; Council on Foreign Relations; American Academy of Arts and Sciences; Association of American Oxonians; editorial advisory board of Foreign Affairs; Princeton Club of New York; Century Club (New York); Cosmos Club (Washington).

11. Political Affiliation: I was registered as a Republican in New Jersey before becoming Director of the Wilson Center. Since coming to Washington to take that position in 1973, I have been registered as an independent at my District address (2723 Q St. NW, Washington, DC), and am in the process of re-registering also as an independent at my new address in Virginia.

12. Honors and Awards: A number of academic and other prizes both at Lower Merion High School and Princeton University including being Valedictorian of the graduating class at both institutions. Rhodes Scholarship to Balliol College, Oxford University. Guggenheim and Fulbright Fellowship to Helsinki University, Finland; special guest professor at Ecole des Hautes Etudes, Paris, Tel Aviv University; University of Puerto Rico; elected member of American Academy of Arts and Sciences, and Chevalier de l'Ordre des Arts et des Lettres (honor bestowed by the government of France). Honorary doctorates from Catholic University of America, Lemoyne College, Lafayette College, Furman University, Rhode Island College. McCosh Faculty Award, Princeton University. Last two major books (Icon and the Axe, 1966, and Fire in the Minds of Men, 1980) both nominated for National Book Awards.

13. Published Writings (see attached bibliography)

14. Speeches: I give too many to itemize, but I enclose my most imp ortant recent ones and will be glad to provide as full an inventory as I can if so desired in any or all of the three areas in which I usually speak: (1) On international and historical questions, especially concerning the USSR and the revolutionary tradition, (2) On questions involving education and research in the United States, and (3) On the Woodrow Wilson International Center for Scholars.

15. Qualifications: 14 years as chief executive officer and builder of a new world-class institute for advanced study in Washington DC, whose nearly 1,200 resident scholars have been among the most exhaustive and sophisticated users of the Library of Congress. The founding of 8 major programs at the Center and the preparation of 12 large Scholars Guides to the Resources of Washington has involved detailed work of direct value to the Library — as has the extensive outreach program at the Center (250 meetings, 20 multi-day conferences anually along with 1/2 hour weekly public radio shows and the decade-long experience with inventing and perfecting the largest-selling intellectual quarterly in the English-speaking world, The Wilson Quarterly).

Executive experience managing a complex private-public organization with an 8 million annual budget and a mission closely related to that of the Library (the Congressional charter of the Wilson Center specifies that it should symbolize and strengthen the fruitful interaction between the world of scholarship and the world of affairs.) Prior executive experience as Chairman of the Board of the Fulbright Program. Extensive personal experience as a working scholar in most of the major national libraries of Europe and research libraries in America. Substantial experience of working with the Congress (at the Center, also accompanying delegations). Proven ability to articulate the educational and research needs of the United States. Personal dedication to disinterested public service.

B. Employment Relationships

1. I have no connections with immediate past private sector employers, etc. I have been the principal recipient of two foundation grants (last year and two years ago) for research projects that I would hope to complete outside the Library, if I am confirmed and if the Congressional committee agrees. These are outstanding obligations that I feel I should honor. I think they are also of value to the Library, but they will not involve any expence to the Library. They are:

(a) a small pilot grant from the Annenberg/Corporation for Public Broadcasting Foundation to develop an educational television project and course on Russian culture. The grant is to prepare a final proposal to provide major funding for preparation of this course. This proposal (and the use of the pilot grant) will be completed by October 1987. If the proposal is not funded, that will probably mean the end of the project. If the proposal is funded, I will be in charge of the project, but will have others working on it (as I have had on the pilot grant); and should not need more than a small amount of time away from the Library to complete the project. (This grant has been made to me directly as an individual.)

(b) a grant for a research project (to prepare a study and plan some meeting discussions) on contemporary Russian culture and politics from The Carnegie Corporation of New York. This grant has been made to the Wilson Center; and I would hope to complete most of the work by the time I formally relinquish my position at the Wilson Center. However, I would propose — if confirmed by the Senate for the Librarianship and if the Congressional Committee concurs with this idea — to renegotiate for some of the unexpended portion of this grant with the Carnegie Corporation in order to support my personal research on this project, which will be done away from the Library.

2. I have no plans for any future employment or affiliation.

3. I have no commitments from anyone to employ me after (if) I leave government service.

4. Relationships with past employers and qualities and experiences qualifying for the duties of Librarian of Congress.

Wilson Center: As director for 14 years, I have had full responsibility for all financial and management aspects of a Presidential memorial with an extensive program involving production of a journal with 110,000 circulation, half-hour weekly radio programs, 250 meetings including 20 multi-day conferences annually, 100 scholars selected and brought to Washington from all over the world each year, — all with a staff of 10 scholar-administrators and another 60 employees and a budget of about $8 million annually. I raised almost all the money (about $3 million on the private side annually) and was responsible for the preparation of budget proposals for the OMB as well as annual appropriations testimony before both houses of the Congress. I was responsible to the Board of Trustees, headed by three Chairman: William J. Baroody, Sr., Ambassador Max Kampelman, and William J. Baroody, Jr., and three vice-chairman: Senator Daniel Patrick Moynihan, Paul McCracken, and Robert A. Mosbacher.

Board of Foreign Scholarships: As Chairman, 1971-73, I had chief executive authority for the entire range of international academic exchange programs administerd by this Presidential Board under the Fulbright-Hays Act in about 110 countries. I introduced a number of new programs (the Lincoln Lecturers, teaching positions inside the USSR and some other Communist countries), and was responsible for the 25th anniversay celebration of the program. (I have since, in my Wilson Center capacity, hosted both the 30th and the 40th anniversary celebrations.) The Board of Foreign Scholarships during my tenure was located in the Cultural Affairs section of the State Department. This was an uncompensated position, but one that involved extensive inventory of the scholarly community throughout the world and throughout the United States

Harvard and Princeton Universities: As a professor then (and as a scholar and writer then and since), I have frequently participated on academic exchanges and lectured in many of the major university and library centers of Europe and East Asia as well as the USA. I have an extensive and broad knowledge of intellectual life and research concerns throughout the modern world — all of which has been extended by my work at the Wilson Center in choosing and bringing nearly 1,200 scholars to work residentially at the Center in Washington (relying mainly on the Library of Congress). I have an intimate working knowledge (based on at least two weeks work and personal acquaintance with key administrators) of the following Libraries in which I have conducted my own research: British Museum and Bodleian in England (three years, while doing doctorate), Bibliotheque Nationale, Bibliotheque de l'Arsenal, Bibliotheque de Documentation Internationale Contemporaine, Bibliotheque de l'histoire de la ville de Paris and Carnevalet (all in Paris and repeatedly over the years); Westdeutsche Statsbibliothek in West Berlin; Ambrosiana, Brera and Feltrinelli libraries in Milan; Einaudi Institute Library in Turin; Biblioteca and Archivio Segreto of the Vatican and of the Oriental Institute in Rome, Biblioteca Nacional in Madrid, National Library of Finland in Helsinki (used regularly for an entire year on academic exchange); National Library of Austria and Haus, Hof und Statsarchiv in Vienna; National Library and Riksarkivet in Stockholm; Lenin Library in Moscow (worked for an entire year in several sections on academic exchange) and Saltykov—Shchedrin in Leningrad as well as the House of Russian Literature (Pushkinskii Dom) and Library of the Academy of Sciences in Leningrad; the Library of Tel Aviv University and the Hebrew Academy of Sciences, Jerusalem. I have also worked for extended periods in many of the major research libraries of the United States. I have also visited (but not actively worked in) major libraries in Japan, Korea, the Philippines, Australia, the Netherlands, Switzerland, and Denmark.

5. My position as director of the Wilson Center has been exempted from the Civil Service scale by the original Congressional Act creating this presidential memorial. My army service went from private to first lieutenant, with the bulk of my time (after completing Officers' Candidate School) being with the Office of National Estimates, where I did research and drafting for National Estimates in the East Asian and Soviet staffs of the office. While a lieutenant, I accompanied Alan Dulles on an extensive trip around the world in the late summer and early fall of 1956.

6. If confirmed, I would not plan to engage in other outside activities except those related to my duties as Librarian of Congress. I would envisage continued writing and scholarship (including the two unfinished projects already described) as contributing to my effectiveness as Librarian, and I would hope to continue scholarly research in ways that enrich, rather than put any cost on, the Library.

All of the areas about which I may have some continuing obligations occasionally to speak or write -- Soviet and other international affairs, educational and research matters, international exchanges, etc. — all seem to me so closely related to the Library that there will be advantages for the Library in having me occasionally contributing to the national dialogue on these matters.

C. Potential Conflicts of Interest.

1. I have no financial arrangements or continuing dealings with any business associates, clients or customers.

2. I have no investments, obligations or other relationships which could involve any potential conflicts of interest. (The recent purchase of my house in Arlington, Virginia, was partly financed by my best personal friend, Don D. Cadle of Princeton, N.J., who has invested in the house for long-term capital gains on part of the value of the house. I can provide full details of this business arrangement if desired, which my wife and I have entered into with Mr. Cadle as the sole general partner of the INCA Partnership, a New Jersey Partnership registered to do business in Virginia. The INCA Partnership is investing for long-term capital gain purposes; and none of the partners (all of whom are members of the Cadle family) have any relationship with any activities related to the Library.)

3. I have had no relationships or transactions that could constitute a potential conflict of interest with the position to which I have been nominated.

4. I have not been involved in any activity influencing legislation, law or public policy.

5. I cannot see that there is any potential conflict of interest to be resolved.

D. Testifying before Congress

1. I am willing to appear and testify as desired by duly constituted committees of the Congress on such occasions as I may be reasonably requested to do so.

2. I am willing to provide such information as is requested.

E. Personal

1. No tax audits or investigations

2. No tax liens or collection procedures instituted

3. No arrests, charges or holdings by law enforcement authorities. (I recall paying two tickets for exceeding the speed limit -- one in Massachusetts in the late 1950s and one in New Jersey in the mid 1970s; I payed both promptly, but an not certain of the amounts; I believe the Massachusetts fine was for $20, the New Jersey fine slightly higher.)

4. No current investigations

5. No civil litigations

6. No disciplines, citations or subjects of complaints

7. No convictions of any criminal violations.

The CHAIRMAN. At this time I shall turn the gavel over to the Senator from Rhode Island, Senator Pell.

Senator PELL. Thank you very much indeed, Senator Ford, and thank you for your kindness in permitting me this honor and privilege. I am very happy to be here as we meet to consider the nomination of Dr. Billington to be the thirteenth Librarian of Congress.

It is important to note at the outset that the title of this position is not wholly descriptive of the responsibilities entailed. The position is, of course, first and foremost a librarianship in the traditional sense of managing bibliographic collections. But this Library is the largest library in the world, with a staff of over 5,000, with a worldwide acquisition program, with special responsibility for information support for the Congress, with unique collections of nonbibliographic materials and with special problems and challenges in the still emerging field of information sciences.

Some of those challenges are clamoring for early attention: the urgent problems of book preservation and reproduction of disintegrating volumes; the disposition of the card catalog, pending modernization of the computer system; and the resolution of grievances of minority employees—to name only a few.

The Librarian's job is thus a super-management post in a technical sense, but that is not the whole of it either. The fact is that it has become a position of such influence in the world of scholarship and letters that it requires a special breadth of vision and intellect without which technical competence alone simply would not suffice.

I am very mindful, of course, of the sensitivities of the national community of professional librarians on this point. They have consistently made an excellent case for bringing professional training and experience in library management to this important position. I fully respect that view and agree that it should certainly be a standard to strive for.

But in balancing qualifications, we should look at the whole record of the nominee. It is noteworthy, I believe, that the twelve men who have presided over the Library of Congress since its beginning came from very diverse backgrounds. Two were trained as lawyers and one as a medical doctor. Among the others were an editor, a journalist, a poet, a political scientist and a historian. One was a professional library administrator and three had prior library experience, at the Library of Congress or elsewhere. They stayed in office for terms ranging from two to 40 years, and most of them, including the distinguished retiring Librarian, Dr. Boorstin, left a distinct imprint on the Library as an institution.

It is perfectly true, of course, that contemporary library management requires far more sophisticated skill than it did 100 or even 50 years ago. But even making allowance for that fact, I would venture to suggest that the greatest successes of past Librarians of Congress resulted more from breadth of vision and alertness to the possibilities of the institution than from specific professional attributes of the incumbents.

At any rate, the nominee before us today certainly brings to us a broad range of superlative credentials. He is an experienced administrator whose successful tenure at the Woodrow Wilson Center has involved close familiarity with the Library of Congress. He is a

scholar and author whose work has earned the respect of the scholarly community which is such an important part of the Library's constituency. And, perhaps most important, his primary field of scholarly endeavor is Russian history and culture, the understanding of which is of paramount importance to our national interest at this point in history. I look forward to hearing him tell us about his vision of the Library and of the position to which he has been nominated.

Before I turn the proceedings over to other Members, I would like to add a brief historical footnote. This year we mark the bicentennial of the United States Constitution, and we would be remiss if we failed to note that the Constitution has had a most important impact on the evolution and growth of the Library of Congress, in two significant respects.

First and foremost, of course, is the pervasive impact of the First Amendment guarantees of freedom of speech and publication. We can hardly envision what our society would be like without those guarantees, but it is fair to say that they provided a national climate conducive to unfettered scholarship, and a setting in which a great national library could come to fullest fruition.

The second impact of the Constitution was quite accidental but almost as pervasive. It lay in an obscure section relating to patents and copyrights, wherein the Founding Fathers directed that Congress should: "* * * promote the Progress of Science and useful Arts, by securing for limited Times to Authors and Inventors the exclusive Rights to their respective Writings and Discoveries."

History tells us that an enterprising Librarian of Congress, Ainsworth Rand Spofford, in 1870 seized on the administration of the copyright authority, which was unwanted elsewhere in government, as a device for obtaining free copies of every item for which a copyright is claimed. It was a marvelously inventive stroke which led to the explosive growth in the volume and diversity of the Library's collections, and seems to have been a major factor in the evolution of the Library from its original role as a legislative resource to the national library it is today.

So it is in this sense that the Library of Congress owes much to the Constitution. Now, as we reflect on our origins as a nation under the rule of law, we can appreciate the Library's constitutional underpinning. It is certainly one of the most felicitous embodiments of the Founders' intent, representing, as it does, knowledge, scholarship, and the accumulated wisdom of all ages.

And, in conclusion, I think it is quite remarkable that we have had only thirteen Librarians since the founding of the Library, and I would like to particularly compliment Dan Boorstin for the job that he has done in the past, and would welcome at this point Dr. Billington, if he would care to come forward with any statement he may have.

Dr. Billington.

TESTIMONY OF JAMES H. BILLINGTON

Dr. BILLINGTON. Thank you very much, Mr. Chairman. I am deeply honored that the President has nominated me and that this Committee is considering me for this really extraordinary position

of public trust. I have submitted a more detailed statement for the record, but would like to summarize some of the main points, Mr. Chairman, at this time.

Senator PELL. The statement will be printed in full in the record.

Dr. BILLINGTON. Thank you. The Library of Congress is, of course, as you just eloquently indicated, both the world's greatest single repository of human memory and thought, and a special servant at the same time of the world's most important legislature. It is both a remarkably open and accessible public institution and an amazingly global and all-inclusive research facility. It's the embodiment of Jefferson's original vision that there is no subject on which a Member of Congress might not need to be informed, and of the broader American dream that each new generation might surpass the preceding one by increasing knowledge, by ripening it into wisdom, and by applying it for human betterment.

It is, I think, Mr. Chairman, the living link between yesterday's experience and tomorrow's possibilities. And in this bicentennial year of our Constitution, a memory that you have just summoned up for us, it may not be too early to ask what this particular magnificent and distinctively American institution, the Library of Congress, might be doing by the year 2000 when this Library will enter its third century, just as humanity enters its third millenium.

First of all, I believe it must remain true to its basic mission as a catalyst of freedom, conserving, creating, and celebrating human knowledge. It must conserve the national memory. It must help create new ideas for the future. And it must celebrate the rejuvenating power of the life of the mind for a free people.

I doubt, Mr. Chairman, if any one person could possess more than a fraction of the experience and the skills that would be useful and desirable for leading what is really a one-of-a-kind institution. But I hope that I have been prepared, both by my academic career as a professor at two universities, working in a number of languages and disciplines in many of the world's great libraries myself, and also by administrative experience as chief executive officer first of the worldwide Fulbright program and then, for nearly fourteen years, of a center of scholars here in Washington that has brought more than a thousand leading researchers from all over our country and the world to work largely in this Library and its many collections.

I have tried to search out quality and to share responsibility in fulfilling the Wilson Center's unique congressional mandate to build a fruitful relationship between the world of learning and the world of public affairs, and I would hope to merit the trust of the Congress in attempting to realize the far greater extension of that kind of a mission that is involved in leading this great institution.

The Library, in my view, can only bring out the music that's already there. And in music, as in so much else in this remarkable Library, the first indispensable prerequisite for everything else lies in maintaining and enhancing the basic collection—manuscript compositions, the Stradivarius instruments, and so forth.

The next task is to listen to and to lead those who bring the music to life, the performers, if you like, who staff a great Library; the listeners; the scholars would use it; and the composers who create things in and around it.

If this nomination is approved by this Committee and confirmed by the Senate, I would be the full-time conductor, if you like, of a very remarkable orchestra, working with a variety of gifted performers here for the benefit of listeners everywhere and keeping a special eye out for the composers of tomorrow, those often idiosyncratic creators of new ideas, for both the legislature of this land and the life of all peoples.

I would want to listen for the music present and latent in the different ensembles within this Library and in other libraries throughout our country, as well as in the community of professional librarians. And I will be a better conductor if I continue to do some composing of my own on the side.

If the world is indeed entering its information age, it is clearly, perhaps incalculably valuable to have the world's leading center of information here in the heart of our capital.

If I am confirmed for this high position, I would want to work closely with the Congress, Mr. Chairman, to explore and develop the dimensions and potentials of such an international asset for our particular nation.

For this Library clearly has opportunities, and perhaps even obligations, not only to conserve our national memory from the invisible deterioration of acidic paper and nitrate film, but to broaden our perspectives by further developing its global collections, which this Library alone is capable of amassing and sustaining in one place, and to fulfill, or at least help to fulfill, the American dream by bringing books and ideas into ever deeper interaction with ever broader circles of our multi-ethnic society.

Books played a very special role, and still play a very special role, in building our kind of civilization. By putting things together for a scattered people, by providing a forum of discourse to convince the free individual rather than coerce some cowardly collective, books have been the basic artifact of the literacy which liberates and the curiosity which ennobles our kind of people. Our distinguished present Librarian of Congress, who is happily with us today, has written eloquently about the book, and has also described the Library of Congress as a "multi-medial encyclopedia." One of his predecessors called librarians "active agents of the democratic process."

Perhaps by the time of its bicentennial celebration, this Library might aspire to think of itself as a living encyclopedia of democracy. For we are moving, Mr. Chairman, towards a time when intangible electronic connections may become as important as tangible traditional collections in defining the mission of a great library.

And I would venture to hope that the Library might furnish new technologies boldly, perhaps aspiring to share by that year 2000 not just the descriptive catalogue but the substantive content of its national treasure house with citizens in their local communities. If it is to continue to embody its part of the American dream, this Library must seek new ways to bring books and ideas into interaction with ever broader circles of our multi-ethnic society; it must help enrich and toughen education more broadly in our republic.

So, Mr. Chairman, it is a great honor to be considered for the stewardship of this remarkable institution. Whether or not I am confirmed or able to see the day, I would hope that the program for

the Library's bicentenary will include both old and new music—and be heard by a people who will rejoice in their technology as well as their technicolor, and will be increasingly drawn into the pursuit of truth which is the highest form of Jefferson's "pursuit of happiness." This is the place where the frontiers for freedom will always be open, and the creative possibilities of our God-given intellect unlimited.

I'd be happy to answer any questions or respond to any concerns, Mr. Chairman.

[The prepared statement of Dr. Billington follows:]

PREPARED STATEMENT OF JAMES H. BILLINGTON

I am deeply honored that the President has nominated me and that this committee is considering me for this extraordinary position of public trust. The Library of Congress is the world's greatest single repository of human memory and thought with special links to the world's most important legislature. Uniquely among great national libraries, the Library of Congress was designed by and for its people as a whole and remains open to all comers. It is a place where the free, hard-working individual rules in the exercise of that which makes him or her most majestically human: a ranging, restless, God-given intellect.

This library is more than just a set of splendid facilities here in the heart of our Capital. It is part of the American dream: a living witness to our abiding hope that each new generation will surpass the preceding one by increasing knowledge, ripening it into wisdom, and creatively applying it for human betterment. The Library embodies the ideal of its original benefactor, Thomas Jefferson, that the pursuit of truth is a higher form of the pursuit of happiness -- and, in our own time, a good way of keeping us from the pursuit of each other. Indeed, in an era of growing physical limitations, the pursuit of truth may be the only arena in which the horizons of freedom can still safely remain infinite.

In this bicentennial year of our Constitution, we are just a decade away from the centenary in 1997 of the Library's beautiful Jefferson Building (which the Congress has wisely chosen to renovate) and only 13 years away from the bicentenary of the Library itself. So it might not be too soon to ask now what this great institution should be doing then, in the year 2,000, when this library will be entering its third century and humanity its third millennium.

The Library must, above all, remain true to its basic mission as a catalyst of freedom: conserving, creating and celebrating human knowledge.

It must conserve the national memory -- audiovisually as well as verbally, culturally as well as politically. It must make special efforts to preserve for those yet unborn its vast repository of human thought and experience -- particularly that of America in the last tumultuous 125 years which traces often on high acid paper or silver nitrate film a marvelously original record of a diverse people's rush into modernity that is in danger of disintegrating before much of it has ever been read or any of it really digested.

This library must be a center of hospitality for those who create new ideas for the future as well as for those who conserve old writings from the past. There is a practical, analytical, informational base to this form of creativity in this library: the direct service rendered to our lawmakers by the Congressional Research Service; and there is also a broader national need to encourage new creativity in the commercial no less than the liberal arts, the social as well as the natural sciences. The creative process in a research library involves lonely, individual minds translating yesterday's experience into tomorrow's possibilities. While the books being written in such a library should always aspire to be better than those already in the stacks, the old books should not be lightly discarded when the new ones appear.

The unrecognized prejudices of today's consensus are forever threatening to delimit the range of a free people's future courses of action. Without the continuing interaction between a wide variety of materials from the past and probing independent minds in the present, America would risk drying up its own deepest internal sources for renewal.

This Library is a place to celebrate the life of the mind and its rejuvenating power for a free people. I would venture to suggest that a major frontier for this great national institution as it moves towards its own bicentennial celebration, might be a renewed effort to bring books and ideas into ever deepening forms of interaction with ever broadening circles of our pluralistic democracy and our multi-ethnic society.

The life of the mind, like the life of this republic, is deeply rooted in the written word: the Bible that guided our forefathers, the compact written by the first of them, the Constitution composed by the wisest of them, and a thousand letters, pamphlets, sermons and songs from almost all the diverse communities that helped forge a new order in a new world. Books played a special role in building our kind of civilization. They put things together for a widely scattered people — in a form that would be convincing rather than coercive and thus respectful of human freedom. Books were the companions of active, independent individuals reading in their private worlds — not of cowering collectives listening passively in public to some voice of authority. Our distinguished present Librarian of Congress, Daniel J. Boorstin, has reminded us anew of the centrality of books to our culture by creating a Center of the Book within the Library; yet, at the same time, he has rightly seen the Library also as a multi-medial encyclopedia. Perhaps we can extend the image in the celebration that lies ahead by thinking of it as a living encyclopedia of democracy and by exploring new ways to make its riches more broadly available to our citizenry as a whole. By imaginatively using new technologies, for instance, we might aspire to share by the year 2,000 much of the substantive content and not merely the descriptive catalogue of this remarkable national collection with citizens and students directly in their local communities. Using new technologies boldly may enable us to become less preoccupied with the means and freer to pursue the ends of enhancing the direct interaction between people and ideas within and beyond beyond the Library.

When I was first asked without much warning what a Librarian of Congress should do, I instinctively replied: bring out the music that is already there. In music, as in so many other fields, the Library of Congress collections include both manuscript compositions and Stradivarius instruments with which to bring the music to life. This is the indispensable prerequisite of everything else: the maintenance and enhancement of the basic collections. As a scholar and writer who has worked extensively in many of the great research libraries of the Western world — and inside some in the East — I would bring both professional experience and personal dedication to that task. As the director for nearly fourteen years of an international center for scholars that has brought more than a thousand leading researchers from all over America and the world to Washington largely to use the Library of Congress, I have acquired some sense of the advantages and needs of its

collections (as well as special knowledge about the facilities for, and varieties of, research conducted in Washington more generally. I initiated at the Wilson Center a series of 12 lengthy scholars' guides to the unmatched scholarly resources of this city.) As a scholar who has continued to work in a variety of languages on many foreign cultures, I believe I could particularly contribute to the creative development of the 2/3 of the Library's collection that exists in foreign languages. It is important for America's position in the world that the Library develop an ever more sophisticated selection and effective utilization of the foreign collections that it has amassed and is often uniquely in a position to sustain. If we are entering an "information age," the Library of Congress as the world's leading center of information must be seen more clearly as an asset of increased, indeed inestimable, value for our nation as a whole. I would hope to explore and develop the dimensions and potentialities of such a role with a variety of responsible people — but particularly with the Congress, as we prepare its library to meet the opportunities and obligations of the next century.

Only people can bring out the music; and there seem to me to be three kinds of people that this multimedial encyclopedia of democracy will specially need in the years ahead to fulfill its mission. They might be characterized in musical terms as the performers, the listeners, and the composers of tomorrow. The performers are not just the gifted string quartets or solo sopranos who play the music, but all those who preserve the artifacts, sort the manuscripts and deliver the equipment that make the performance possible and the sound audible. This is the staff of a great library. The listeners are those who make use of — or are in some way touched by — the repetitive cadences of information being stored and transmitted and the deeper harmonies of knowledge being generated. But the real hope in all of this is that there will emerge — from among either performers or listeners -- at least a few who will be the composers of tomorrow. No one can program creativity; but one can create conditions in which it has a chance to grow and benefit both the legislature of this land and the life of all peoples.

If my nomination is approved by this Committee and confirmed by the Senate, I would want to begin by doing a great deal of listening - to discover the music present and latent not just in the different ensembles within the Library — but also in other libraries throughout our country as well as in the community of professional librarians. I doubt if any one person could embody even a fraction of the experience and skills that would be relevant to meeting the many-sided leadership challenge posed by this one-of-a-kind institution. But I hope that I have been prepared for the important responsibilities involved by my career as a professor for 17 years in two universities, by my three years as chief executive officer of the worldwide Fulbright Program, and by my 14 years as director of the Wilson Center. I have tried there to search out quality widely and to share responsibility with both performers and listeners (both staff and fellows). As a cultural historian with broad interests in a variety of disciplines, I have personally worked in a variety of the Library's collections, and I would hope to continue on the side some scholarly writing of my own. But, if I am confirmed for this important position by the Senate, I would see my primary responsibility to be working with the performers here - as the leader of, not a soloist in, a great orchestra.

Mr. Chairman, it is a great honor to be considered for such a role. Whether or not I am confirmed or able to see the day, I would like to express the hope that this great institution's program for the year 2,000 would include both old and new music; that the people involved might be more inclined than Americans sometimes seem to be today to rejoice in both the technology and the technicolor of our country; and that the music would be reaching a broader audience than ever before. I would further hope that Americans of the twenty-first century might look back and conclude that this unmatched storehouse of knowledge had found ways in the late years of the twentieth to help both toughen and enrich education in America -- and that many of the best composers that they will then be listening to had been encouraged if not inspired by something or someone that they had found in or around the Library of Congress.

Senator PELL. Thank you very much indeed. Senator Stevens?

Senator STEVENS. Thank you, Mr. Chairman, I am sorry to have been late, and I do wish to place in the record the statement I have for the opening of this hearing on the nomination of Dr. Billington.

Senator PELL. Without objection, it will be included in the record.

Dr. Billington, I was glad to note the emphasis that you placed on the preservation of the Library's collections, particularly in view of what we are learning about the acidification of books, namely the fact that nearly every book published since 1840, approximately, will crumble in a period of years. I wonder if you could elaborate a bit on your understanding of the problem and its possible solutions.

Dr. BILLINGTON. Thank you, Mr. Chairman. I have, on the whole, not presumed to speak on the many important technical problems that clearly lie ahead as part of the responsibility of this job until I was confirmed in the exercise of that particular responsibility. But this is one subject on which I have already spoken, and I would be happy, if you like, sir, to submit for the record a speech which I gave at Chicago last week as the keynote of a major conference that the President's Commission on the Arts and Humanities summoned, the midwestern regional conference on this very subject, as a detailed exposition of my thoughts.

Senator PELL. Without objection, that will be printed in the record.

[The address follows:]

"The Moral Imperative of Conservation"

by

James H. Billington

presented as the Keynote Address of
"Invest in the American Collection"
a Regional Forum on the
Conservation of Cultural Property

June 16, 1987
The Art Institute of Chicago

"Exile is caused by forgetfulness, and the secret of redemption is memory," wrote Baal Shem-Tob, the founder of Hassidic Judaism, as he delved into past tradition in order to move beyond the complacencies and rigidities of his own time. This ultimately is what preservation is all about – not so much burrowing back to the remnants of past reality, but rather widening the horizon of future possibility. And it is precisely the complexity, uncertainty and looming terrors of that future that make the legacy of the past in our time not just a marginal luxury item for the casually curious, but an unrenewable natural resource indispensable to all of us.

Let us begin at the simplest level with the imperative we all feel within our own families to transmit some things that came from our parents on to our children. The most important parts of that legacy are of course immaterial values, ideals, learning and discipline; but because these intangibles are so often expressed if not embodied in material forms – letters, books, pictures, collections, objects – the healthy family (the nucleus of all civilizations which endure) is concerned with conserving and transmitting its own version of the sacred relics, icons and texts of the Church.

This is also true of that wider circle of geographic, ethnic and/or religious communities which fulfill for many of us some of the classic functions of an extended family. And it is true of our common American family, too. The climactic final moment of perhaps the greatest American film ever made, *Citizen Kane*, depicts the burning of an artifact from the past, the sled named Rosebud – haunting us with the suggestion that overreaching ambition may kill not only people of one generation, but the possibility for future generations of the redemption that always somehow seems inherent in the survival of things impregnated with memory.

We feel a particular need to save things from the past whenever we confront changes in the present that create fear for the future. In our personal lives, we generally defer decisions on what to preserve from our own families until confronted with some traumatic transformation caused by the death of a loved one, the final departure of our children, or the move to a new home or community. In our broader communities as well, the passion to conserve and the need to choose generally arise in times of crisis (for which the Chinese character is compounded from the words for danger and for opportunity).

The early, underground Christian community felt no need of artifacts and left few behind. But as it confronted both the dangers and the opportunities, both the temptations and the possibilities of establishment under Constantine, Christendom suddenly created an entire new material embodiment in texts, pictures and buildings, which provided much of the foundation for our civilization. Later, Europe moved from a relatively static medievalism to the new dynamism and creativity that opened the way to modernity by consciously going back – in a rebirth, a renaissance – to rediscover the texts and the art of classical antiquity.

Finally, in the last two centuries, as Europe divided into nations and imparted the secular religion of nationalism to all the world, each great nation seemed compelled to go back to rediscover – in some cases virtually to invent – a past that could give coherence and a sense of belonging to an uprooted people in an age of urbanization, a sense of poetry in an age of industrialization.

And so there is a primordial need we all feel -- if we are to live with any sense of shared community – to gather together the artifacts of shared memory. Thus, libraries, museums and antiquarian passions of all sorts have proliferated precisely in our own times of such rapid technological and social change.

But the importance of conserving the past lies not just in the therapeutic value to any community of common symbols and shared memory. The authentically preserved artifact or text presents us with instructions about where we are and where we might be going as well as indications about where we have been. One of our greatest living critics, Northrop Frye, has wisely said that "the rear view mirror is our only crystal ball." Time and again we find that the inspiration for genuine innovation in modern times has come from a return to something old: from an effort to rediscover forgotten or neglected elements of the past. There is a direct link between Viollet le Duc's efforts to restore the ancient Gothic and the birth of modern architecture through the first Chicago School of Jenney, Root and Sullivan a century ago.

There is an even deeper link between the restoration of ancient icons – of the richness of their colors and patterns of their lines – at the beginning of this century in Russia, and the birth of modern painting through figures as otherwise diverse as Kandinsky, Malevich and Chagall; and between the recovery of ancient oral folklore and the birth of most modern national ideologies and vernacular literature. Perhaps the most dramatic single moment in the emergence of modern music came with the premier in 1913 of Stravinsky's *Sacre du Printemps*, an attempted return to pagan antiquity. Schoenberg pursued a different if parallel path to innovation by going back to earlier Viennese traditions. His compatriot, Egon Scheele, wrote in 1912, "Art cannot be modern; it always goes back to origins." One wonders if it is altogether accidental that the plunge into artistic innovation on the eve of

World War I occurred most deeply in precisely those two realms, the Romanov and Hapsburg Empires, where antiquity and tradition seemed most securely enshrined and where memory was forever intruding on imagination.

Dead objects present us with challenges of a kind that only the greatest of live subjects ever succeed in confronting us with. Mute witnesses from the past are better than talking heads in the present in eliciting from us deep, individual human reactions. When you develop ideas in dialogue and interact with other people there are often games going on: certain elements of politics, psychodrama, and even showmanship. But when you are alone with a book or an artifact there is neither any limit on what you can do nor any excuse for not extending your own limits. You are prodded to develop the technical expertise to deal with it, the imagination to interpret it, and the moral responsibility not to pretend you know more than you do as you mediate the past to the present.

Though there is a special intensity of excitement for the person who first discovers a text or recovers a context, some of that exhilaration can be shared by almost anyone. For every artifact from the past is both the product of human beings with whom we have something in common and the expression of unique and unrepeatable circumstances different from our own. Unlike the teacher who explains or the exhibitor who labels, the object itself gives no answers; it only gives rise to questions. It beckons us on to both mastery and mystery: challenging us simultaneously to master enough material to understand the created object and – at the same time – to sense the immaterial mystery of the subject who created it and of creation itself. It is a form of occupational therapy for a disturbed humanity—a form of recreation that literally involves re-creation.

If, indeed, the secret of redemption is memory, libraries and museums provide fragments of the secret – parts of the cosmic jigsaw puzzle. Each piece acquires more beauty and suggests more order as it is fitted in with others; and each of us in some degree seeks to master the art of fitting some of those pieces together. But there is, in our lonely interactions with the primary objects of the past, that which teases us out of thought through silence and slow time into the deep mystery of human achievement, anguish and aspiration.

The preserver, restorer, conserver is the indispensable, the primary living link in the human chain that connects yesterday's accomplishments with tomorrow's possibilities. Arthur Lovejoy, who founded the distinctively American tradition of the history of ideas, describes in his classic essay on the Great Chain of Being how the medieval religious struggle for salvation in man's middle state between the angels and animals within a vertical created order became transposed in modern times into the secular image of an emancipated humanity advancing horizontally forward from past darkness to future enlightenment.

I personally prefer the older image. Having found more than a little light in the past and darkness at noon in the present, I would never be comfortable with any purely horizontal, secular view of life. But, whichever way you define humanity's middle state, we can describe the humanistic enterprise in which we are all engaged as essentially one of exploration. We are the explorers, the investigative reporters, of humanity's messy, intermediate region where the supernatural and natural intersect. It is the fallible, fragile, fabulous world of real people who are forced to live simultaneously with both mastery and mystery. We are all in truth both fallen angels seeking mastery of what is true and naked apes confronting the mystery of what is good and beautiful.

Those who restore and conserve the record of this middle state are the crucial first link in a great chain – not of being, but of becoming. I was asked a few years ago by someone I had taught who had gone into public life, if there was any great work of literature from the past that he could read to help him make a difficult decision in the present. I fear that I was not much help; but, in so far as I was able to suggest anything useful, it was as a small part of the chain of becoming in which *he* was the crucial link – the one which extended out into society and on into the future. As I struggled between suggesting a play of either Sophocles or Ibsen, I realized that I too was reaching back on that chain not just to those distant authors and their anchors in some bedrock of truth, but for the links to them that had been extended to me by the teachers and actors that had mediated their works to me. We all need living connections with past experience and achievement the way mountain climbers need a lifeline. And the golden link is memory, which – in the words of the Rabbi – keeps us from exile and points us to redemption.

Of course the ultimate aim of humanistic exploration in our middle state is itself redemptive: attaining the mastery of self needed to enhance the mystery of creation. The way to get there is always tortuous. We zigzag between contemplation and confrontation in our lives; and between taking things apart and putting them together in our work. If we who preserve and transmit the past are to act as guides for others, we must ourselves learn to steer by the stars and not just by conventional maps. There are three fixed stars to steer by in our continuing efforts to recover and discover: the true, the good and the beautiful.

Truth is the North Star of all our explorations. The pursuit of truth is the highest form of the pursuit of happiness, the surest way to keep us from the pursuit of each other, the only arena (in an era of growing physical limitations) in which the horizons of freedom can safely still remain infinite. It is not a competitive rat race, but a cumulative, cooperative, distinctively human activity that constantly needs other people to challenge our findings, refine our methods, and correct our pretentions. For, in our imperfect middle state, we sometimes

claim to possess the truth in order to mask our unwillingness to pursue the good. The Jewish philosopher Franz Rosenzweig has said that truth is a noun only for God; for us it is always a verb.

And it is an active verb for those who piece together fragments of the pottery or poetry of the past. Not just because some future Keats might someday see and sing about it – but because the very act of piecing something together that might otherwise crumble into dust is part of humanity's own stumbling struggle to endure, what the French call *le dur desir de durer.* The act of fitting fragments together is part of our striving for wholeness, and the act of placing text into context is part of a process that helps us become truer, fuller beings.

But the preservation of memory and the conservation of the primary artifacts of humane learning have a special urgency even as they offer special opportunities to the United States of America – above and beyond their general importance for all humanity.

Preservation is specially needed in America precisely because of our present-mindedness, our preoccupation with innovation and youth, and the creeping passivity and shortened attention spans inculcated by our video culture of instant gratification. Its flood tide of sex, violence and sheer noise threatens us with a barbarism from within no less dangerous than that of vandals from without.

We have a need to preserve and celebrate the pluralities as well as the unity in our amazingly inventive national culture. But, by world standards, we are still a young nation historically with relatively few dramatic ruins from war (except in the South) or architectural wonders from previous civilizations (except from Native Americans). We need, therefore, as a people, to supplement the inventory of our relatively short and exceptional national experience, so that we can better deal with the international community with which we are increasingly interinvolved.

Perhaps there is something providential and not merely sociologically interesting in the gradual recovery we have begun to make in this country of our African as well as our European heritage – and in the fact that our latest immigrants into this country and into the American dream tend to come from precisely those Latin regions to the south and those Asian regions to the east that we may understand least – yet have the greatest need to relate to in the coming years.

In my own efforts to study (and at times deal with) our major international protagonist, the Soviet Union, I have felt aided at times by precisely the seeming irrelevance of my real passion, which is the humanistic study of deep Russian culture. For that disturbed and mighty nation is more than just the last and most heavily armed of the great Eurasian world empires ruled by the most threatening of secular revolutionary ideologies, more even than the sum of all the reform programs that new leaders may devise to modernize the world's largest network for political manipulation.

My studies, which focus on the great works of Russian thought and culture, lead me to the people beneath the power – and to a belief that plunging more deeply into their past achievements may not be altogether irrelevant to understanding more broadly their future possibilities. Russians have, for instance, a great and resilient religious tradition which has permeated their culture though it has hardly penetrated our consciousness (and is almost entirely absent from our curricula).

I have just returned from a remarkable international conference hosted by the Russian Orthodox Church in anticipation of the Millennium next year of the coming of Christianity to the Eastern Slavs. It was exciting to see scholars from the secular Academy of Sciences participating in large numbers – for the first time in decades – in a major Church-sponsored convocation within an officially atheistic state.

The current ferment of a new generation of Soviet leaders – if it is to lead to real change – will almost certainly have to involve social and spiritual dimensions as well as political and economic ones: the search for identity as well as for efficiency. And an important role is already being played by the widespread popular effort to recover their lost, largely Christian past. There are more than 45 million members of their society for preservation and restoration of antiquity; there is a new cultural fund to encourage private activity in the conservation field with Gorbachev's wife serving on the Board; and the cultural conservationists played a major role in reversing a governmental plan to divert the flow of rivers in the Russian interior, which would have flooded many of Russia's oldest churches containing some of the most fabulous frescoes in all Christian art, before the world had ever had a chance really to discover them.

There is enormous therapeutic value to that troubled land in this widespread popular movement to preserve the architecture, restore the icons and recover the books of an older religious culture that was nearly obliterated by Stalin and Khrushchev. I was particularly impressed last month in Moscow by an exhibition of magnificent books collected from religious Old Believer communities of the Russian north by a decade of voluntary summer expeditions conducted by students from dozens of universities and pedagogical institutes. And the recovery of the human dimensions of the lost Russian past is a central theme in three great Soviet films of the last quarter century: *Shadows of Forgotten Ancestors, Andrei Rublev,* and *Repentance* – though they are the work of an Armenian, a Russian driven into exile, and a Georgian respectively.

Of course, we do not need to drop our guard to raise our sights. We cannot be sure that the Russian spiritual culture of yesterday will prove relevant to today (or that it might not be swept aside by the police tomorrow). But, whatever meaning this legacy may prove to have for them, we from outside can still enoble ourselves by approaching it as Dostoevsky did the

West, when he bade Ivan Karamazov explain to his brother why he was going to visit a Europe that he felt had already perished spiritually:

> I know that I am going only to a graveyard, but it is a precious one . . . precious for the dead who lie buried there, where every stone speaks of such burning life that once was there, of such passionate faith in their learning and their hopes that I know I shall fall on the ground and kiss those stones and weep over them.

When we open up ourselves to understand others in their depth and uniqueness we often become better able to understand ourselves. We often realize best what it is to be an American when we go abroad; we often look most deeply in on ourselves when we move out most broadly to meet others. We are more likely to want to preserve our own past if we are also curious about our present neighbors. And, as we get to know others better in our own time, we may come to realize how much they still look to us for new ideas and leadership in this as in so many other fields.

A realization of the extent to which America really is still at the experimental cutting edge of the human adventure leads me to the last — and by far the most important — point that I would like to make this evening about the need for preservation: the intimate interdependence between our uniquely free political and economic system and our cultural and intellectual heritage. Neither can thrive — and neither may survive — without the other. But neither the doers nor the thinkers in our society seem fully to realize how deeply they need each other — and how the slow fire that we now know is destroying most of our books may not be unrelated to the rust that is eating at our productive infrastructure and the apathy that is eroding our civic spirit.

We are a nation in danger of drawing down our spiritual as well as our material capital precisely at a time when much of the rest of the world is aspiring to replicate key elements of our accomplishment: the political and economic freedom, the ethnic pluralism, the insistence on rights, and the ability simultaneously, harmoniously to sustain both deep religious faith and practical enlightenment in most of its citizenry. In talking about the need to preserve and enhance the role of our great and threatened repositories of books and other vehicles of knowledge, we are talking not about elite boutique add-ons to our consumers' shopping list, but about the very essence of our kind of civilization.

Here, truly, in the beginning was the word: the Bible that guided our forefathers, the compact written by the first of them, the constitution written by the wisest of them, and a thousand letters, articles, pamphlets, sermons, songs, and contracts from almost all of the diverse communities that helped bring a new order into a new world. Libraries provided from the very beginning a literate and literal part of the *mis-en-scène* for our unprecedented effort at critical self-government. The history of the Library of Congress by Charles Goodrum and Helen Dalrymple reminds us that both the first Continental Congress in 1774 and the first meeting of the Congress of the United States in 1789 took place in buildings which housed major libraries. The Jefferson of our Declaration of Independence gave his books to the library he created for Congress and asked to be remembered on his epitaph for founding a university rather than for serving as President.

The book played a special role in the development of our civilization because it aspired to put things together for a widely scattered people — in a form that would be convincing rather than coercive for a free people, who were active, individual readers, not some passive collective audience. The industrialization and consolidation of the American nation in the second half of the nineteenth century coincided with a proliferation of precisely those publications that are now slowly turning to dust because of their acid content. These are the publications that helped both produce and record the American rise to world predominance amidst inner trials and trauma.

The record that is crumbling is a large part not just of our own national story, but of the case study that others would most like to learn from. In other countries as well, the perishability of books is ironically a function of their modernity: their use of mass-produced paper and lower quality than the older variety. At risk also, therefore, are many of the rare books that immigrants brought here from other lands during this same period — providing us with our first real international extension of memory.

The record of humanity's most recent history — its rush into modernity, complexity and new fields of specialized enquiry — seems particularly in danger of disintegration. America has the most at stake — and the most to gain — from the preservation of this legacy; because we have more material, more need to study it (to make our knowledge-based system of open and participatory self-government work), and more people capable of doing the studies, in our vast, diverse and widely dispersed academic establishment.

There are other ways, of course, in which historical records can be lost besides material disintegration. They can be destroyed by war or by ideological foes of learning such as those who wiped out the greatest library of antiquity at Alexandria and decimated in our own time the records of the oldest continuous scientific tradition on earth during the cultural revolution in China. It is precisely because the world we live in continues to pose such threats that it is specially important to preserve that part of the record that helps tell the story of how we got where we are: that threatened paper trail that leads us through the labyrinth of modernization to where we are today.

It would be presumptuous of me to offer any conclusion that goes beyond the expression of urgency I have already tried to convey. Many of you here have been, literally, saviors of parts of our national memory. Many of you will have answers rooted in deep experience for many of the problems involved in the work of

restoration whose importance we are all just beginning to appreciate. I would conclude only by reflecting on two questions that occurred to me in considering this problem from the perspectives of a scholar and a citizen respectively.

As a scholar I am concerned about how we will decide as a nation what will be saved. When one factors the finitude of any possible preservation plan against the 76 million volumes estimated to be presently at risk in the libraries of this country and the 2.5 billion records in state archives alone that may crumble to dust by the middle of the next century — one feels the messy scholar's compulsion to call for choices that are neither purely random nor bureaucratically categorical. One hopes that the processes of choice at every level will involve the ranging scholar's sense of what might be significant — and that at the very least every major body of material that is consigned to oblivion will be looked at thoroughly by one curious, imaginative person before it is allowed to disintegrate. And I would hope that the scholars and curators who should share in this task will take special care not to mortgage the future to the selective amnesia inherent in today's academic fads and prejudices. The record of yesterday like the politics of today should be pluralistic and respective of variety — and must take particular care to keep some of those things that today's consensus view might be inclined categorically to assign to the dustbin.

I remember my last conversation deep in the bowels of the Firestone Library with the great economist Jacob Viner, who was writing a magisterial book on the intellectual origins of the industrial revolution and laissez faire even as he was dying. He complained not about the absence of data, but about the failure of past generations to preserve most of the sermons preached by the clerical contemporaries of Malthus, in which he suspected lay hidden some of the secret springs for the flood of innovation and creativity that swept over England and Scotland in such a short space of time.

A second, deeper question that haunts me as a citizen is: Do we really have the will as a people to preserve our memory? the determination to make a massive effort? the intelligence to make a coordinated one? There is world enough in this land of privilege — and time as well if we do not kill too much of it waiting for others to do what each must begin for himself. We will need to steer by those other two fixed stars that stand alongside truth in the humanistic firmament: goodness and beauty.

But it sometimes seems that we locate these stars in the wrong places. Goodness is found in people and fulfilled in human society; beauty is found in things and embodied in material nature. But many of us have twisted it all around and created the false ideal of "beautiful people" seeking "the good things of life." Many of our cultural leaders, having rejected the older American belief in a creator and an objective moral order, seem at times to have filled the vacuum with a subjective aesthetic disorder of their own creation — a fascination with the aesthetics of power rather than the content of policy, with lifestyles devoid of life's meaning.

For, if life is just a matter of style, one is as good as another, another is probably better, and one-after-another is no doubt best of all. But no one can really live that way — and no society will long endure without some binding common values. Sooner or later they will be imposed from without if they are not sustained from within. For freedom did not come into being and will not survive without responsibility. Both liberal democracy and liberal learning evolved gradually from the deepening discipline of the classical call to exercise the mind rather than just indulge the body, and of the Judeo-Christian demand that we grope for goodness rather than just grasp for goods. Democracy in America was rooted in a covenant before it flowered into a constitution. It may, however, go to seed without discipline.

Forgetfulness, indifference, and apathy towards the forces that created and sustain us are some of the forms that our flight from discipline takes. Motion without memory is the result. The recovery of memory is the alternative — and the first step on the path to redemption. The stars will always be there to steer by if we learn to locate beauty in the things we preserve and goodness in the people we work with.

Goodness is sometimes harder to find than greatness. The answers ultimately must be found not in the stars but in ourselves. And we should take no answers from those who ask no questions. We must remain at the forefront of the struggle to preserve memory lest we join the ranks of those who live off the laurels of the past rather than its cumulative wisdom. If free people do not preserve and celebrate humanity's memory, others may end up limiting and controlling it. For, as the old Ulysses reminds the spoiled Achilles, who is sulking in his tent and trading on past accomplishment in Shakespeare's *Troilus and Cressida:*

> Time hath, my lord, a wallet at his back
> Wherein he puts alms for oblivion,
> a great-sized monster of ingratitudes.
> . . . for Time is like a fashionable host
> That slightly shakes his parting guest by th'hand,
> And with his arms outstretch'd as he would fly
> Grasps in the comer. . . .
> . . . let not virtue seek
> Remuneration for the thing it was!
> For beauty, wit,
> High birth, vigour of bone, desert in service,
> Love, friendship, charity, are subjects all
> To envious and calumniating Time.
> One touch of nature makes the whole world kin.
> That all with one consent praise new-born gauds
> Though they are made and moulded of things past, . . .

Senator PELL. But perhaps looking ahead, you might give me your thoughts, for example, how could the GPO, the Government Printing Office, be persuaded to use paper that will not crumble in thirty or forty or fifty years, and what can be done to avoid this problem in the future as well as restore the books presently on our shelves.

Dr. BILLINGTON. Well, it's obviously a major problem, and one of the major frontiers of conservation and preservation is either to persuade publishers, including those of the federal government, to use paper that will have a longer life span, or perhaps to investigate the possibilities to see that at least a minimal deposit collection of the books published are printed on such paper so that the highly expensive and difficult processes of de-acidifying the paper and the disturbing-to-scholars techniques for transforming to microform technologies can be minimized, because these are very expensive techniques, in the future.

But however we resolve the future problem—and that's a highly technical argument which I am not yet fully capable of developing—however that is resolved, the problem of retrospective restoration and preservation is one, Mr. Chairman, that is particularly important for this as the national library, as the principal repository of memory—because it is a curious and paradoxical fact that in the existing collections of great libraries it is precisely the record of the last 130 or 140 years, the period in which America moved into the industrial world, brought in a much richer multi-ethnic society, and in many ways pioneered the attempts to bring freedom and progress into the modern world—a most important and fascinating and still-not-fully-digested historical record—it is that record that is visibly crumbling in our great libraries, including the Library of Congress. You know the statistics from the regular testimony that you get from the line officers of the Library, and from others, the library associations throughout the country.

Senator STEVENS. Mr. Chairman, and Dr. Billington, if I may interrupt, I have a bill before another committee after this vote. I must go there. I would like to submit my questions to Dr. Billington. I would have asked that same question. So I will delete the ones that will be redundant to the questions that you do ask. But I do appreciate the opportunity to be here.

Senator PELL. And I would recess the Committee at this time while we go over and vote, and we will be back very shortly.

[Brief recess.]

Senator PELL. The Committee on Rules and Administration will come to order. Dr. Billington was just discussing his thoughts on the conservation of books, and also how we could take steps so that in the future this same problem would not arise. There are two prongs: one is to mend the damage that has already been done; second is to turn around the habits of publishers, and particularly the Government Printing Office, which also comes partially under the jurisdiction of this Committee, so that they do not put out publications that will crumble sixty years from now.

Dr. BILLINGTON. I believe that that is a good definition of the problem, and, of course, there is a variety of, on the one hand, technologies to be considered, and some that are on stream, further to be tested—that's part of the problem. And another part of the

problem is not the technological, but one might say the mobilizing of informed opinion to assure that we get a better response from those who publish so that this problem is not with us in the future. And, of course, the third element, I suppose, beyond the technologies to deal with the books that are already there and the pressures to bring on those who are compounding the problem by publishing, is the possibility not of deliverance but at least of a change of focus by other new modes of the transmission and storage of information that will be coming on stream, some of which are already there.

So that's obviously an important part that the Library, hopefully working with the Joint Committee on the Library, as well as the special committees in both Houses, we can develop some programs that will both involve the Library and be parts of broader more integrated national strategies for dealing with things that are, after all, real national problems and concerns.

Senator PELL. And would you intend to talk to the Public Printer at some point how his own operation could be improved in this regard?

Dr. BILLINGTON. Yes, sir, I think in general talking with the government printers will be an important part of the very extensive form of listening that I alluded to that I want to do, and listening which I hope will then broaden into dialogue and hopefully into some new forms of action.

Senator PELL. Good. I would interrupt my line of questioning to welcome Senator Hatfield here, and also Senator Warner.

Senator HATFIELD. Mr. Chairman, I appreciate very much your giving me an opportunity to extend my welcome to Dr. James Billington to this hearing. It's been my privilege to know Dr. Billington for a little shy of twenty years, first while he was at Princeton at the Woodrow Wilson Institute, and then when he came to head up the Woodrow Wilson program here at the Smithsonian.

I can't help but reflect, Senator Pell, that you and I were here together on this Committee when we confirmed Dan Boorstin as the Librarian of Congress, and to take note of the remarkable record that he made as our Librarian. We are all fortunate to have a man of the caliber of Dr. Billington to follow in the footsteps of Dr. Boorstin, to carry on his extraordinarily capable role of leadership in one of the most important institutions in the world.

So I am here simply to assist and support your chairing this Committee. I ask your indulgence, since I have a conflict of sessions this morning and must go back to my other session. But I did want to make the extra effort to indicate my strong support for Dr. Billington and to welcome his lovely family that is represented here today as well.

Thank you, Mr. Chairman.

Senator PELL. Thank you very much, Senator Hatfield. I think we were both here when we passed the legislation that created the Woodrow Wilson Center downtown that Dr. Billington so successfully heads.

Senator HATFIELD. That's right.

Senator PELL. Senator Warner.

Senator WARNER. Thank you, Mr. Chairman. I am privileged to have known the nominee for some time, worked with him in his

capacity at the Woodrow Wilson International Center, and he has my wholehearted support.

Senator PELL. Thank you very much indeed. Moving on from the question of preservation, which is one of the main challenges that you will face, I am wondering if in your activities as an author and researcher, you've had occasion to use computerized versions of the card catalogue. I know that some libraries have gone completely onto computer—the New York Public Library is an example of one that has. On the other hand, I can think of many small libraries that do not have computers or the means to have a computer. In my own state we have local libraries, small libraries, who really need those card files, cards for new books as they come out. I was wondering if you would give us your impression of the effectiveness of the computer, what will be the fate of the card files in the new few months or years, and also whether you will continue printing cards for new volumes for the indefinite future to meet the needs of those other libraries that don't have computers.

Dr. BILLINGTON. Well, Mr. Chairman, the question of the exact disposition of the different levels of technology in the Library and the future choices are the kinds of things that I will be able to comment on once I am fully informed of the precise nature and state and purposes of all of this as it exists in the Library, something that I am not as yet fully versed in. I would say, as a user of the Library, and as one who has watched many if not most of the 1,170 scholars that we have had at the Wilson Center, all of whom use the Library, that they have certainly benefitted from the coming on stream of the sort of computerized printouts of titles on a given subject or by a given author which the Library has been able to add to its traditional card catalogue. I would have to also say that, as the kind of scholar who reads and uses a great many books when writing books of my own, that there is a certain continued appeal to a card catalogue. I was asked where my favorite seat was in the Library of Congress, and I had to point out that I always instinctively choose a seat not too far from the card catalogue. But then again I even like the old catalogues at the Bodleian Library, where I did my doctorate, where they paste things in and half of them fall out, because it's interesting to see the different kinds of handwriting that people used and the comments that they wrote in. There are all kinds of technologies, there are all kinds of ways of getting to knowledge. And I think that one must welcome the new technologies—we have seen them work. They are going to be increasingly important, the optical disc in particular, for the future.

But I would say that in a great library and in a great library system it is safer to trust decisions and priorities about the choice and introduction of new technologies to those who have used libraries when they had the old technologies; in other words, those who will be mindful of the continuing values, the deeper intellectual values, that must be sustained and cannot be sacrificed merely to introduce a new technology.

So I would think that the decisions that I would be called upon to make in close consultation with informed colleagues and with respect to the varying pressures that will exist in a great national resource like the Library of Congress, that those decisions will be

better made for having enjoyed the old technologies, but they should not be made with a simple nostalgic resistance to the new, because they clearly are important, and—if you think about the broader national audience that is out there—they become even more important.

Senator PELL. I agree, but I would hope you would not forget the plight of the very small libraries that simply cannot afford a computer, that use the cards, and, as new books come along, they should continue to be able to have access to those cards. And I think sometimes we have our heads in Washington, but it's important to keep our feet around the countryside. I know I will be opening a library this Sunday in my state, a small new library. And I think I can tell you with pretty complete assurance that there is no such thing as a computer in that library because they just can't afford it.

On the basis of your own experience as a multilingual scholar, I am wondering if you see any connection between the great resources in foreign language literature publications and the need to increase fluency in foreign languages?

Dr. BILLINGTON. Emphatically, Mr. Chairman, this is one of our most pressing and urgent national needs. In addition to the concerns about literacy generally which have been already eloquently expressed in the Library, our illiteracy in the other languages of the world and in the sources of information and ideas that they represent is a very serious national liability. And the Library of Congress is the repository, where somewhere between two-thirds and three-quarters of the books are in foreign languages, and many of the collections that the Library has made are ones that it has only been possible to make there and probably in the future will only be possible to sustain. So the Library plays a very important role in building up a reservoir of information, a beachhead, if you like, for the new immigration of ideas. It was immigration that made this country great, that brought diverse talents and diverse intellectual curiosities to this country—and we have got to be able to sustain an immigration of new ideas, for which the Library of Congress is our major national beachhead.

So we have got to have people who read these languages and, above all, who are capable of understanding the total cultural context in which the language presents itself, because there are all kinds of ideas and new approaches being generated in other countries that are accessible to us, if we could only read them.

So you have the combined problem and opportunity, or the opportunity—I would say an obligation—that the Library of Congress offers in conjunction with some of the other great research libraries of this country, to mediate the knowledge and information that is in the outside world to this country. And this is important, Mr. Chairman, not simply to scholars, but also to commerce and industry in our country, as we are concerned about problems of competitiveness, because if you don't know what the competition is saying and doing today, you don't know what they will be accomplishing and selling tomorrow.

And I think this represents an enormous national asset to have this treasure chest of all the world's information and to aspire to collect it here in the nation's capital—but we have to use it more

effectively, and we have to use it more widely. And we cannot do that if we do not have more people who are better trained in languages and in the cultures of foreign countries than we yet have in this country. So you are absolutely correct, there is an intimate link between these two.

Senator PELL. Thank you very much indeed for that reaction and reply.

Congressman William Clay has transmitted to the Joint Committee on the Library the following questions that he has asked to be raised during this hearing. We would welcome any responses or comments you would care to make at this time, or if you would like to submit additional responses in writing, the record will remain open for that purpose. May I add that I share Congressman Clay's concerns.

His questions are as follows—I will read all four questions:

First, are you aware that the class action suit to which the Library of Congress has admitted liability? What thought have you given to preventing the recurrence of such discrimination during your watch at the Library?

Second, to what extent do you intend to staff the uppermost positions of the Library with managers of your own choice? Will such appointments be made competitively or non-competitively?

Third, do you feel that the total group of managers you elect to appoint non-competitively should reflect the make-up of the professional work force—race, sex, et cetera?

Fourth, would you expect to take specific affirmative actions to recruit new employees, particularly at the upper levels, in both competitive and non-competitive selections?

We would welcome your reply and reaction at this time, and the record will remain open for any supplemental thoughts you might have.

Dr. BILLINGTON. Well, Mr. Chairman, first of all, I am not informed and have not sought to make myself informed of detailed personnel matters and staff questions at the Library of Congress until after this confirmation. So let me address myself to the general question of what I believe myself and what the institutions with which I have been affiliated have practiced with regard to questions of affirmative action, which I gather are the principal ones behind the various questions raised. And I will be willing to answer in more detail those questions in writing, if that is your wish, sir.

Basically, I strongly believe not only in equality of opportunity which is so important to the American dream that I have already had occasion to invoke in my testimony, but also in the enormous intellectual value of human variety, all of which means that when I say that we are, at the Wilson Center, which I have been directing for the last fourteen years, fully subscribing to the general Smithsonian program for equal opportunity and affirmative action, that above and beyond that I see great value for the overall life of an institution in aspiring to bring in more of the richness and variety of this country into its more demanding intellectual tasks. When I was director of the Fulbright program in the early 1970's, I set up I believe the first committee that had ever been on investigating the problems of better representation not just for black col-

leges but for small colleges in parts of the country that didn't seem to be as well represented.

So I think variety and better representation of all groups is an important aspect for any national institution. At the Wilson Center, among our 85 full-time employees at the present time, there are eight blacks, one Hispanic, one American Indian, and one handicapped person. The majority of our employees are women, and if you take our Fellows and Guest Scholars, the 453 Americans whom we have had there since it opened in 1970, it includes 39 minority Fellows and Guest Scholars; and, of course, among 400 foreign Fellows and Guest Scholars, there are simply all types of races and religions and cultures that have been included.

We have had strong, I think, minority participation in our Advisory Wilson Council and in our academic advisory panels. We have set up occasional special programs to increase minority participation in ways that are consistent with the general aspirations for quality and high performance that we have there.

In 1980 and 1981, we generated a list of qualified minority scholars to increase our applicant pool: 300 blacks, 250 Chicanos, 250 Puerto Ricans, 35 Native Americans, which led to an increase in minorities, particularly in the guest scholar category, of those successfully competing for the center's limited space. This is a list, incidentally, Mr. Chairman, that I believe was also shared with others and found to be of value for others concerned about the same thing.

We then set up, as before, seeking special foundation funding for the purpose, a special program of summer internships for college scholarship students on our Wilson Quarterly from 1982 to 1985, in which minority interns provided 12 of the 20. We trained them very intensively, and half of them ended up in publishing, including former black interns now employed as regular journalists on the New York Times, Washington Post, and Roanoke, Virginia, Times.

Finally, in our meetings program, we have included just in the last few months (we have 250 meetings a year, but only a very few major ones) major meetings on black America, American Indians, Afro-Caribbean subjects, and on the question of disability, which is one in which our center has taken a sustaining interest over several periods of time. All of these meetings involve prominent representatives of the groups involved.

So I would say, Mr. Chairman, I would not want to comment about personnel policies in an institution for which I do not yet have responsibility, and I would not want to prejudge the configurations of a total management team, the demands of which are going to be very great and very diversified. I would simply say to you, sir, that I believe I have shown that I can assemble and work together with a staff and scholars for whom I have direct responsibility with an active interest and not merely a compliance for the hope and the opportunity of great human variety. And I hope I can work with others along these lines to widen opportunity and introduce the same kind of variety without lowering quality or introducing the kind of rigid quotas that would further limit the important task of this institution to be responsive to the kind of demanding and multiple public responsibilities it has.

If you wish further, more detailed responses to those particular questions, Mr. Chairman, I will be happy to do so.

Senator PELL. Good. The record will stay open until close of business Thursday, and I would appreciate, as would Congressman Clay, as specific a reply as you can to those questions, an enlargement of what you have just said.

I would also ask that there be handed to you questions from the American Bar Association and from the Association of Research Librarians. The American Bar Association's is two questions; the Association of Research Librarians' is seven. I would hope they, too, you could answer for the record prior to the close of business on Thursday.

[Dr. Billington's responses to the submitted questions follow:]

As a matter of both propriety (the need to await confirmation by the Senate) and necessity (my unusually heavy burden of administrative and scholarly responsibilities to be wound up after 14 years as director of the Wilson Center), I have not yet been briefed about the detailed structures and problems of the Library. Prior to such in-depth familiarization, it has seemed to me improper to comment in detail on many of the specific supplementary questions about management and priorities that have been given to me since the hearings. I believe that one of the most important services a new Librarian can perform is to take a fresh look at overall as well as specific questions of importance to the Library. If confirmed by the Senate, I would hope to undertake this task systematically and deliberately without seeming to have prejudged any of the many complex questions that a Librarian must deal with on the job. My answers to the supplementary questions must necessarily therefore be frequently general—reflecting past experience, current inclinations and a broad sense of the Library and its mission.

Question. The Center for the Book has sponsored a variety of innovative programs to promote reading. Its legal charter requires that its programs be supported by private funds. Other library programs are also supported by gift and trust funds. From your experience in raising private support at the Woodrow Wilson Center, do you envision an expansion of private support of the Library of Congress for cultural programs?

What steps will you undertake to insure continued private funding for the Center for the Book?

Answer. The Center for the Book as an institution and the sponsorship of programs to promote reading seem to me important areas of both responsibility and opportunity for the Library. The future of the Center obviously depends on funding. Here and with other literary, musical and cultural programs, the Library has a long history of enlisting private support, for which my experience in extensive private fund-raising for the Wilson Center would equip me. On the other hand, I am inclined to doubt that the kind of extensive and time-consuming fund-raising efforts that I engaged in for the Wilson Center would be either possible or appropriate for a Librarian of Congress. I would, of course, help raise money for the important activities of the Center for the Book. But I would also wish to explore with the Congress over time the possibilities for (1) defining more systematically criteria for determining when proven programs of the Library should be considered core functions of a national institution appropriate for federal funding; and (2) receiving federal support for a more systematic and professional effort at raising trust fund moneys for those activities that may be important for the Library but inappropriate for appropriated federal funding. We have received Congressional appropriations for both of these categories at the Wilson Center; and it would seem appropriate that the Library be accorded the same possibilities,—particularly since it is directly linked to the Congress and its general operating expenses are traditionally supported by Congressional appropriations.

Question. The Congressional Research Service is one of the major research and reference arms of the Congress. Its importance to the Congress is dependent upon the impartiality of the research. Will you follow your predecessor in assuring this impartiality? What steps will you take to insure impartiality of CRS research? What steps will you take to assure the Congress that CRS will remain a pre-eminent public policy research organization?

Answer. There should be no question whatsoever that the Congressional Research Service will be totally committed to impartiality if I become the Librarian. Happily,

this Service enjoys both research independence under its statute and an established reputation for impartiality and integrity. I already know and respect a number of the staff and projects of the CRS from my work at the Wilson Center, which is also involved with public policy research. I suspect that even beyond the present excellence at CRS, there may be new horizons to be opened up by activating latent ideas and skills and developing new programs. The CRS is a creative research service and not merely an information processing facility. Our legislators need the best scholarship available to assist them in the decision-making process.

Question. Librarians have expressed their reservations about a non-librarian being nominated to direct the Library of Congress. Do you see the Library of Congress' national bibliographic services to our nation's libraries changing in the years ahead?

Answer. The Library of Congress plays a uniquely central role in providing bibliographical information to libraries in this country and abroad. This activity in support of libraries and research should be encouraged, and I would endorse any activities to improve our delivery of vital bibliographical information—particularly within our nation. In this, as in other areas where new technologies may need to be introduced, I would be concerned to maintain as many as possible of the traditional values of libraries while exploring new ways of realizing and advancing those values. Many hard decisions involving trade-offs will have to be made. I would make those decisions both as one who has used and loved many libraries in many ways all my life and as an administrator anxious to take advantage of new opportunities. I look forward to working with library networks and users of information and research throughout our country—and would hope to learn from different types of libraries as well as from the organized librarian community.

Question. What new directions do you see for the Library of Congress during the next ten years?

As the Librarian of Congress, in what new ways will the Library be directed by your administration with respect to specific programs and projects?

Answer. It would be my intention to spend considerable time initially learning about existing programs and priorities of the Library, eliciting new ideas (particularly from within the Library itself), and generally reviewing management structures and procedures. Thereafter and in consultation with the Joint Committee on the Library, I would seek to advance suggestions about new directions. A major objective would be to relate personnel decisions and financial priorities to coherent long-term strategy—and to focus more of the Library's energy on substance and less on procedure. I would hope to encourage more self-generated initiatives from within the Library as well as more use of responsible outside consultative bodies. In general, my focus will be on keeping and rewarding good people at the Library, attracting more high quality minds into interaction in a variety of ways with the Library, and raising levels of expectation throughout the institution.

Question. For many years the American Bar Association has had a standing committee on the Law Library of Congress. Through the committee, the American Bar Association has been supportive of the Library of Congress and its Law Library. In 1981 the House of Delegates of the American Bar Association adopted a resolution encouraging the establishment of a national law library through the Law Library of Congress. This national law library would be a center for effective delivery of legal information to Congress, the courts, the state legislatures, law schools, state and country libraries and other public libraries.

Would you be willing to support the concept of a national law library and enter into discussion with the American Bar Association on this matter?

Answer. I would welcome an open dialogue with the American Bar Association on the role of the Law Library and the services it provides to the Congress and the nation.

Question. The Hispanic Law Division of the Law Library of Congress has developed a computerized Index to Latin American Legislation for in-house use. Considerable interest has been expressed in directly accessing this Index by international organizations, major research libraries, corporations and attorneys engaged in international business throughout the country.

Would you be willing to investigate the possibility of making this Index more readily available?

Answer. Yes.

Question. What is your perception of the role of the Librarian of Congress in shaping national policies in the following areas: the provision of information by and about the government, intellectual property rights and responsibilities, appropriate levels of federal funding for library and information services, the nature of rights to information access and the role of libraries in providing this access?

Answer. Since the inception of our government, the leaders of this nation have promoted the provision of information by and about our government. In my research and writing (and in that of many of the scholars I have brought to the Wilson Center), I have been the beneficiary of this information, and I would give attention to the Library of Congress' role in providing government information to Congress, the library, research, and scholarly communities.

The Constitution of the U.S. provided for the Congress to make laws "to promote the Progress of Science and the useful Arts, by securing for limited Times to Authors and Inventors the exclusive Right to their respective Writings and Discoveries." As I said in my opening statement, the Library of Congress must be a center of hospitality for those who create new ideas. It is appropriate, therefore, that the Library of Congress administer the copyright law of the United States.

One of the major responsibilities of the Librarian of Congress is appearing before Congress to assure that the Library of Congress is adequately funded in order to perform its many services to the nation. The Librarian of Congress also has a special interest in working with the library community in improving access to information.

Question. What is the Library's direct role in relation to scholarship and scholarly publishing; for example, how do you view the Center for the Book and the Council of Scholars and do you have any new ideas in this area that you wish to pursue?

Answer. The Library plays an utterly unique role in scholarship—both as the largest and most linguistically universal collection for advanced researchers worldwide and as the most important and comprehensive repository of memory and information about America and its thought and experience. As Director of the Wilson Center, I deepened my interest in scholarly publishing—and broadened its outreach by founding the largest-selling scholarly quarterly in the English-speaking world. I am aware—and would hope to encourage and further develop—the role that the Library of Congress plays in promoting scholarship not only directly, but indirectly through its services to other libraries. I would also hope to explore new forms of publication and communication with the broader American public. I would want to continue Dr. Boorstin's personal interest in the nourishment of the Center for the Book, which promotes books and reading. I would also want to explore an expanded role for the Council of Scholars and other ways to enlarge the opportunities for scholars to advise and assist the Library of Congress and interact creatively with the Library staff.

Question. To what extent should the Library of Congress participate with other libraries in current national collection development and last-resort access efforts? Should its present role in these efforts be expanded?

Answer. Collection development has to be a major concern of all research libraries and even more so at the Library of Congress. In these days of competing interests for shrinking dollars for libraries and educational institutions, we need to expand our cooperative efforts in behalf of research and scholarship.

There is, in my view, a particular responsibility for the Library of Congress to consider an expanded role in foreign collections where the Library has unique existing collections and special opportunities to provide an enlarged beachhead for the immigration of these ideas into the United States from abroad.

Question. LC currently plays a leading role both nationally and internationally in the development of bibliographic standards and the sharing of bibliographic information. LC and other research libraries currently duplicate each others' work and compete for skilled staff, e.g. people with highly specialized subject and/or linguistic expertise who work on bibliographic control of materials of research value. How do you view LC's role in working to overcome these and other barriers to the efficient creation and open sharing of bibliographic information, and what relationships do you think LC should have with the bibliographic utilities which are an important component of the operational network that links the nation's information resources?

Answer. Again, open communication and a spirit of cooperation is necessary to overcome duplication in the creation of bibliographic information. Additional consultation with bibliographic utilities would be a necessary component of our cooperative efforts.

Question. What are your views on the role and responsibilities of the Library of Congress in nationwide library planning and service, especially in the provision of services to researchers and scholars in cooperation with other research libraries?

Answer. The Library of Congress has an honorable tradition of working with the major library associations and more recently with the National Commission on Libraries and Information Science. This tradition should be continued and encouraged. I am eager to have the counsel of library groups as well as learned societies and other professional associations.

Question. How do you envision LC leading and cooperating with other institutions in the preservation of research collections? How best can the Library share its facilities and expertise, and how can it best benefit from other available facilities and expertise?

Answer. The statement I have made before the Committee and my Chicago speech which I have entered into the record indicate my concern for the conservation of knowledge and the role of the Library of Congress in conserving the national memory. One of my early priorities will be to learn more about the Library of Congress' preservation efforts and the efforts of others in preserving our national memory. It is a major challenge facing libraries and research institutions both here and abroad. It is a subject that cannot be avoided. Immediate—and even dramatic—steps are needed if we are to recover the heritage of our young country. As I have indicated in my testimony, there is a need to save that which is too brittle to benefit from deacidification; to deter further deterioration of those materials now on the shelf that face almost certain extinction; and to solve the problem for the future by deacidification and increased use of permanent durable paper.

Question. You will be inheriting an impressive senior management team to assist you in the operation of the Library, but some concerns have been expressed about the depth of expert management. Can you tell us how you would go about keeping and/or recruiting the best professionals to the library, and what your strategy will be for addressing an inevitable series of retirements?

Answer. The best guide as to how I will deal with future problems of management is the record of how I have managed the Wilson Center for the past 14 years. I have sought both quality and diversity in my management team, shared responsibility, kept most of those already there when I came and added new people in recent years only through open competition. We have put together a national, private-sector advisory body (the Wilson Council), eight academic advisory councils, and occasional outside management advisory groups.

The Library is obviously a much larger and more complex organization that poses new challenges as well as opportunities with the diversity of its functions and its large numbers of regulations and bureaucratic proceedures. I would hope to work well with the gifted and dedicated senior managers already at the Library and to attract in the future talented managers from the wide variety of professions now represented on the Library staff. I would hope also, working with the Library staff, to make creative use of outside advisers.

I would attach particular importance to continuing the Library's tradition of attracting outstanding library professionals; and I look forward to working both with those already at the Library and those that we will hope to attract in the future. In accordance with my focus in this testimony on preparing for the Library's Bicentennial in the year 2,000, I would hope we could explore the possibility of devising with the broader library community and with scholars and educators youth programs to help attract the talent and define the nature of leadership in this field for the next century.

Questions for Dr. Billington From Congressman Clay

Question. 1. Are you aware of the class action suit to which the Library of Congress has admitted liability? What thought have you given to preventing the reoccurrence of such discrimination during your watch at the Library?

2. To what extent do you intend to staff the uppermost positions of the Library with managers of your own choice; Will such appointments be made competitively or non-competitively?

3. Do you feel that the total group of managers you elect to appoint non-competitively should reflect the make-up of the professional workforce (race and sex, etc.)?

4. Would you expect to take specific affirmative actions to recruit new employees, particularly at the upper levels, in both competitive and noncompetitive selections?

Answer. In answer to these four questions, I would refer back to my initial disclaimer about the extent of my present knowledge. I am aware only that there has been a class action suit of the kind described in the first question, but not what the substance or status of it is. I am also not yet informed of the history and meaning of the terms competitive and non-competitive in the context of the Library, nor of the exact nature and problems of the Library's affirmative action program.

I have already in my testimony tried to make clear my personal commitment to equal opportunity, my intellectual belief in the stimulative value of human variety, and my professional track record in this field at the Wilson Center. At the Library, I would expect to give early attention to the new study on equal employment opportunity and affirmative action that is currently being prepared by Patterson and As-

sociates; to learn what efforts the Library is now making in this area and what can be done to improve recruiting efforts at all levels; and to communicate regularly with a wide variety of groups concerned about these problems in the Library. The Library of Congress staff should reflect the pluralistic nature of this great republic. In addition to making appointments for future vacancies in accordance with laws and regulations, I would take a personal interest in diversifying the composition of our pool of qualified applicants for positions at the Library with the hope—and expectation—based on our experience at the Wilson Center—that this will naturally help over time both to diversify the composition of the staff we choose and steadily to increase its quality.

Senator PELL. I thank you very much and, indeed, look forward to our working together. I know the Joint Committee on the Library is a Committee that I haven't always been able to give the time I would like to, but my interest in it is very real. When my father was in the Congress, he served on that same Committee. I look forward to being in as close touch with you as I can through the year.

Before closing out this session of the hearing, I see my colleague from New York, Senator Moynihan, and wonder if he has an opening statement.

Senator MOYNIHAN. Well, thank you, Mr. Chairman.

May I first apologize to you, sir, and to our distinguished friend and witness for my earlier absence.

Senator PELL. If I could interrupt for a second, Mr. Moynihan really has the distinction of being the only professional, real actual scholar, in my view, in the Senate of the hundred of us. Mr. Moynihan.

Senator MOYNIHAN. Thank you. You might leave it right there, with that. It was our amendment that was on the floor this morning, and we just disposed of it a moment ago.

I had meant to be here, sir, to welcome Dr. Billington who continues the extraordinary tradition of the Librarian of Congress, succeeding an eminent historian. He himself is part historian and part political scientist, has served with the greatest distinction as the Director of the Woodrow Wilson Center for International Scholars.

It might be worth noting that a time came when it was obviously appropriate to build a memorial to President Wilson, and no one had ever established with any certainty that he had ridden a horse anywhere so there was no point putting him on a horse. He did play golf, but that did not seem very presidential. Then someone had the very fine idea that since he was the most distinguished scholar in our modern history of the presidency, to establish a center for scholars in his memory.

Dr. Billington was the second and, by far, the director and the one who has shaped it, and in an extraordinary short time made it an institution of eminence in the world. When we were planning it, we hedged our bets to the degree of saying we proposed an institution of learning that the 22nd century would regard as having influenced the 21st. I think under Dr. Billington's direction it is already influencing this century in important and useful ways. He is an extraordinarily perceptive student of American-Soviet relations, committed his entire life to the works such as is embodied in the Library of Congress. We are very fortunate to have him, as is the

nation. We wish him every success, and as a member of the Joint Committee on the Library, promise him every support.

If I just might, for the record, Mr. Chairman, note that he is particularly concerned, as are librarians and scholars around the world, with this whole problem of sulfate paper and the imminent necessity to re-create half the books in our libraries.

If I could just ask a moment of your time, sir, have you discussed this already with Dr. Billington?

Senator PELL. We did.

Senator MOYNIHAN. You did? Fine. Well, I will not ask him to expand any more, but just thank you for the opportunity to welcome him and wish him every success.

Dr. BILLINGTON. Thank you very much, indeed, Senator Moynihan.

Senator PELL. Thank you, Dr. Billington. Could you remain while the various witnesses on our agenda come forward with their views?

Dr. BILLINGTON. Thank you very much, Mr. Chairman.

Senator PELL. Dr. Margaret Chisholm, President of the American Library Association, come forward. I would add that we have requested the various witnesses to limit themselves to five minutes. Their full statements will be inserted in the record and printed in full.

TESTIMONY OF DR. MARGARET CHISHOLM, PRESIDENT, AMERICAN LIBRARY ASSOCIATION, WASHINGTON, DC

Dr. CHISHOLM. Thank you, Mr. Chairman.

I am Margaret Chisholm, Director of the University of Washington Graduate School of Library and Information Science in Seattle. Today, I am representing the American Library Association as its President. The Association is a nonprofit educational organization of nearly 44,000 librarians, library trustees and public-spirited citizens dedicated to the development and improvement of library and information services for people from all walks of life. The American Library Association is the world's oldest and largest library organization with members representing all types of libraries—state, public, school, academic, and special.

The Association is the chief advocate for the people of the United States to achieve and maintain high quality library and information services—whether by protecting the right to read, educating librarians, improving library services, or making information accessible to everyone. In keeping with this advocacy role, ALA's Federal Legislative Policy states that "The Library of Congress is the foundation upon which any program of national library service must be based. It performs extensive national library functions that are vital to the library and research communities of the nation."

During the next few years, the Librarian of Congress will be expected to exercise judgment which will affect libraries and library users throughout the world. It is because of the importance of information in our society and the importance of the Library of Congress as the fulcrum of library collections and services that the Association takes the philosophical position that the head of the

world's largest library be filled from the ranks of distinguished librarians. This recommendation is based, not on a narrow preoccupation with the profession of librarianship, but on a knowledge of the comprehensive programs that must be implemented if the Library of Congress is to fulfill its promise.

We acknowledge Dr. Billington's credentials as a scholar and an administrator, and we, the American Library Association, wish to assist by recommending an agenda for the Library of Congress in the years ahead.

Specifically, the next Librarian of Congress must: strengthen and expand the Library's vital programs that help libraries in the United States and in other countries build collections and share resources to meet the needs of the people they serve; provide informed and effective leadership in the application of new technologies to the problems of organizing, storing, and making information available in the full range of contemporary formats from books to video to laser disk; assure the continued growth and development of the Library's collections with special emphasis on foreign and scholarly materials; establish the Library as the focal point of a systematic, comprehensive program for conservation and preservation of and access to the nation's intellectual and cultural heritage; maintain and expand special services to the nation's blind and physically handicapped; and assure that the Library has financial, technical and human resources adequate to meet its extensive and varied obligations.

It is an ambitious agenda. But this is no ordinary library. It is the largest library in the world. It is our national library, in fact, if not in name.

We of the American Library Association wish Dr. Billington well. The Association wishes to maintain a close supportive working relationship with the Library and with the next Librarian of Congress in the pursuit of our mutual goals, and we will seek opportunities to continue to develop this strong relationship.

We certainly thank the Committee for this opportunity to present the views of the American Library Association, and especially for the opportunity to state again the importance of the Library of Congress to the nation and to the world.

Thank you.

[Prepared statement of Dr. Chisholm follows:]

STATEMENT OF DR. MARGARET CHISHOLM,

AMERICAN LIBRARY ASSOCIATION

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The Association is the chief advocate for the people of the United States to achieve and maintain high-quality library and information services---whether by protecting the right to read, educating librarians, improving library services or making information accessible to everyone. In keeping with this advocacy role, ALA's Federal Legislative Policy states that "The Library of Congress is the foundation upon which any program of national library service must be based. It performs extensive national library functions that are vital to the library and research communities of the nation."

Accordingly, in this information age and period of competitiveness, the Association wants particularly to establish recognition of the principle that the Librarian of Congress must be an expert in the field of library science with specialized education, administrative experience, and knowledge of library organization and management.

The position of Librarian of Congress is not a general cultural post with unspecified functions. It has strong, clear prerequisites for effective performance. During the next few years, the leadership of the Library of Congress will be expected to exercise judgment which will affect libraries and library users throughout the world. It is because of the importance of information in our society and the importance of the Library of Congress as the fulcrum of library collections and services that the Association recommends the position as head of the world's largest library be filled from the ranks of distinguished librarians. This recommendation is based, not on a narrow preoccupation with the profession of librarianship, but on a practical knowledge of the complex and far reaching decisions that must be made if the Library of Congress is to fulfill its promise.

In light of the President's nomination, and while acknowledging Dr. Billington's credentials as a scholar and administrator, we believe it is important in the context of the confirmation process to recommend an agenda for the Library of Congress in the years ahead. And we appreciate the opportunity to present our views for the hearing record. The Association wishes to maintain a close, supportive working relationship with the Library and with the next Librarian of Congress in the pursuit of mutual goals and will be seeking early opportunities to continue to develop this relationship.

The library community looks to the Library of Congress to carry out the functions of a national library and to serve as the foundation on which a program of national library service is based. We regard these responsibilities as both closely related and of equal importance to the Library's obligation to serve the information needs of the Congress.

Specifically, in an agenda developed by the Executive Board of the American Library Association, the next Librarian of Congress must:

- Strengthen and expand the Library's vital programs that help libraries in the United States and in other countries build collections and share resources to meet the needs of the people they serve.

- Provide informed and effective leadership in the application of new technologies to the problems of organizing, storing, and making information available in the full range of contemporary formats from books to video to laser disk.

- Assure the continued growth and development of the Library's collections with special emphasis on the foreign and scholarly materials that the Library acquires in close cooperation with other research libraries.

- Establish the Library as the focal point of a systematic, comprehensive program for conservation and preservation of and access to the nation's intellectual and cultural heritage.

- Enhance the Library's role as a national center for government publications and information.

- Maintain and expand special services to the nation's blind and physically handicapped.

- Serve the Library's multiple constituencies by making its extensive specialized collections and resources more effectively accessible both to scholars and to citizens at large.

- Assure that the Library has financial, technical and human resources adequate to meet its extensive and varied obligations to the Congress, to the nation and to the world.

It is an ambitious agenda. But this is no ordinary library. It is the largest library in the world. It is our national library, in fact, if not in name. It is the only national library with a mission so broad that it has the responsibility under law to acquire "all library materials currently published throughout the world which are of value to scholarship."

The Library of Congress has long opened its unique and irreplaceable collections to scholars and researchers and publishers. Its national library services have provided the basis of common bibliographic description for many thousands of libraries. Its standards and technical developments have made possible interlibrary loan and influenced other forms of library cooperation and automation.

The American library community depends on and is grateful for the richness of the Library's collections, for its professional and technological leadership, and for its many national and international library services. A 1986 letter from the Dallas Public Library provided a good summary of what LC cataloging services mean to U. S. libraries:

> We depend on LC cataloging data to prepare materials for use by our publics. This has a direct benefit to local taxpayers in that large preparation staffs are not needed and materials in demand can be bought and ready for use in a timely fashion. The records produced by LC catalogers also form the basis for local, regional, and national cooperative bibliographic databases....We depend on LC expertise in linguistics, languages, and technical and scientific fields. These are areas that few of us can even dream of supporting locally.

For all these reasons, the appointment of a Librarian of Congress is a matter of intense interest to the U. S. library community. For the Librarian of Congress is, by the very fact of his position, a leader in the library community. His actions affect not only Congress and other direct users of the Library, but also thousands of libraries across the nation and beyond.

The development of leadership is the theme I have chosen for my term as ALA President. I feel very strongly that one must always nurture future leaders, and I have done considerable research on the qualities of leadership ---such qualities as loyalty, the will to achieve, concern for people, discipline, intelligence, stamina, a positive mental attitude, moral courage, and tolerance. Dr. Billington, as the nominee to the post of Librarian of Congress, will need all of these, plus three more identified by Harlan Cleveland, dean of the Hubert H. Humphrey Institute of Public Affairs at the University of Minnesota. He has stated that a leader must maintain the notion that crises are normal, tensions can be promising, and complexity is fun.

We wish Dr. Billington well in carrying out the responsibilities that he is assuming. In so large and complex an institution as the Library of Congress, of course, leadership must be found at all levels. The Library is blessed with a talented and experienced senior staff who will provide a smooth transition for the new Librarian and provide strong continuing support. Should vacancies occur at top administrative levels, the American Library Association firmly believes that equally talented individuals with solid and thorough experience and education in librarianship should be recruited. We urge that the Committee ask Dr. Billington how he would propose to fill a possible vacancy of the Deputy Librarian or other top-level positions.

We thank the Committee for the opportunity to present the views of the American Library Association and especially for the opportunity to remind Congress of the importance of its library to the nation and to the world.

Senator PELL. Thank you. I understand from your written testimony that you urge the Committee to ask Dr. Billington how he would propose to fill a possible vacancy of the Deputy Librarian and other top level positions. Does that mean, too, that you want to be able to make recommendations?

Dr. CHISHOLM. We would certainly be most appreciative of the opportunity to serve in a consultative role, because we believe that we are informed about the very distinguished librarians who have certain capabilities in areas where they have technical expertise. And we would be glad to serve in any way that we might be of help to Dr. Billington as he moves ahead in this important responsibility.

Senator PELL. Good. I thank you very much, indeed. As an honorary member of the American Library Association, I doubly welcome you.

Dr. CHISHOLM. Yes, and we congratulate you on that and express our great gratitude to you for all of the support you have given for the libraries in the nation and the world. Thank you on behalf of the American Library Association.

Senator PELL. Thank you very much, Dr. Chisholm.

Our next witness is Ms. Emily Mobley, President of the Special Libraries Association. Welcome, Ms. Mobley.

TESTIMONY OF EMILY MOBLEY, PRESIDENT, SPECIAL LIBRARIES ASSOCIATION, WASHINGTON, DC

Ms. MOBLEY. Thank you, Senator Pell.

Mr. Chairman and members of the Committee, I am Emily Mobley, Associate Director of Libraries at Purdue University. It is a privilege to appear here today as President of the Special Libraries Association in support of the nomination of Dr. James Billington to be the next Librarian of Congress.

SLA is an international professional society of more than 12,500 librarians, information specialists, managers, and brokers. Special librarians serve industry, business, government, research, education and technical agencies, special departments of public and university libraries and other organizations, both in the for-profit and not-for-profit sectors.

In January 1987, the SLA Board of Directors approved a resolution, which I have attached for the record, urging President Reagan to appoint an individual as the thirteenth Librarian of Congress who possesses four qualifications, these being:

> An individual who will actively promote the national and international role of the Library of Congress as a repository and disseminator of knowledge; an individual who recognizes the important role of the professional librarian in our information society; an individual who will continue to promote an active role for the Library of Congress in developing and utilizing new information technology; and an individual who recognizes the position of importance held by the Librarian of Congress in the federal library network.

With these qualities in mind, the Association considered a number of individuals as potential candidates, and Dr. Billington was one of the four individuals who appeared on SLA's list of candidates. James Billington was included on our list because of his scholarly accomplishments, administrative achievements, and visibility throughout the cultural and intellectual communities.

It is trusted that a historian of Dr. Billington's stature will bring about a convergence between the functions necessary to manage this nation's leading library and the information needs of this nation. It is believed that the Library of Congress must systematically plan for both practical and radical changes which the information society has brought forth.

In the view of the Special Libraries Association, the following issues must be addressed by the next Librarian of Congress. These are:

One, support and enhance the exchange of information by furthering the Library's ongoing research programs. An example would be the preservation of historical and research documents.

Two, maintain the Library's leadership role in the application of new technologies for the transfer of information.

Three, extend the Library's multi-faceted roles and articulate these roles to the Library's various constituencies.

Four, actively promote both the national and international role of the Library as a repository and disseminator of knowledge.

Five, assist the advancement of the library information profession through the recognition of the vital role provided by librarians in this information age.

Six, strengthen the Library's financial, human, and technical resources which will permit the exchange of information among all users.

The Special Libraries Association views the Librarian of Congress as a distinguished leader in the library and information world. As we noted in our resolution, it is important that the next Librarian be one who "understands and recognizes the important role of the professional librarian in this Information Society." We would ask that Dr. Billington be accessible to the library community in order that he clearly understands our role and how we can help him. We believe that through the combined talents and efforts of both Dr. Billington and the library/information community this nation's information services will reach uncompromised excellence.

Thank you.

[Prepared statement of Ms. Mobley follows:]

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SPECIAL LIBRARIES ASSOCIATION

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In January 1987, the SLA Board of Directors approved a resolution, which I have attached for the record, urging President Reagan to appoint an individual as the thirteenth Librarian of Congress who possesses four qualifications. These being: "an individual who will actively promote the national and international role of the Library of Congress as a repository and disseminator of knowledge ..., an individual who recognizes the important role of the professional librarian in our information society ..., an individual who will continue to promote an active role for the Library of Congress in developing and utilizing new information technology ..., and an individual who recognizes the position of importance held by the Librarian of Congress in the federal library network."

With these qualities in mind, the Association considered more than 15 individuals as potential candidates. From this list, four individuals were selected to be included in the Association's "List of Candidates" which was sent to the White House on February 9, 1987.

On April 17, 1987, President Reagan nominated James H. Billington, Ph.D., Director, Woodrow Wilson International Center for Scholars, to be the next Librarian of Congress. Dr. Billington was one of the four individuals who appeared on SLA's "List of Candidates". James Billington was included on SLA's list because of his scholarly accomplishments, administrative achievements, and visibility throughout the cultural and intellectual communities.

It is trusted that a historian of Dr. Billington's stature will bring about a convergence between the functions necessary to manage this nation's leading library and the information needs of this nation. It is believed that the Library of Congress must systematically plan for both practical and radical changes which the information society has brought forth.

In order for libraries to fulfill the informational needs of its citizenry, the libraries of this nation must mutually strive toward the development and implementation of a cooperative working relationship and program of service.

In the view of the Special Libraries Association the following issues must be addressed by the next Librarian of Congress. These issues are:

1. Support and enhance the exchange of information by furthering the Library's on-going programs such as: preservation of historical and research documents, development and standard format for bibliographic description and communication participation in networks that link the nation's information resources, continuation of the Center for the Book, automation of information services, and development of special collections.

2. Maintain the Library's leadership role in the application of new technologies for the transfer of information.

3. Extend the Library's multi-faceted roles and articulate these roles to the Library's various constituencies.

4. Actively promote both the national and international role of the Library as a repository and disseminator of knowledge.

5. Assist the advancement of the library information profession through the recognition of the vital role provided by librarians in this information age.

6. Strengthen the Library's financial, human, and technical resources which will permit the exchange of information among all users.

The Special Libraries Association views the Librarian of Congress as a distinguished leader in the library/information world. The mission of the Special Libraries Association is to advance the leadership roles of its members in putting knowledge to work in the information society. In order to fulfill this Mission Statement, the Association provides "a forum wherein professionals can advance their intellectual capabilities in managing information to benefit their organization and society." To further this goal, the profession and the Librarian of Congress must jointly and cooperatively develop a national program for the delivery of information services.

As we noted in our resolution, it is important that the next Librarian be one who "understands and recognizes the important role of the professional librarian in this Information Society". We would ask that Dr. Billington be accessible to the library community in order that he clearly understands our role and how we can help him. We believe that through the combined talents and efforts of both James Billington and the library/information community this nation's information services will reach uncompromised excellence.

Thank you for this time to speak.

Special Libraries Association

1700 Eighteenth Street, N.W. Washington, DC 20009

202/234-4700

February 3, 1987

The President
The White House
Washington, D.C. 20500

Dear Mr. President:

In January, the Board of Directors of the Special Libraries Association (SLA) passed the enclosed resolution commending the work of Dr. Daniel J. Boorstin as Librarian of Congress and outlining the qualifications deemed appropriate for a candidate to have in order to fill this important position. SLA is an international organization of more than 12,500 members who work in special libraries serving business, research, government, universities, newspapers, museums and institutions that use or produce specialized information.

Within the next few days, SLA, in conjunction with other library and information associations, will be forwarding to you a list of candidates to succeed Dr. Boorstin. We hope you will give these names your serious consideration.

Sincerely,

David Bender

David R. Bender, Ph.D.
Executive Director

DRB/sle

Enclosure

cc: Susan Phillips, Associate Director of
Presidential Personnel

David R. Bender, Executive Director

Richard D. Battaglia, Assistant Executive Director, Program Services

Beth Cobb Dolan, Assistant Executive Director, Administrative Services

RESOLUTION ON LIBRARIAN OF CONGRESS

WHEREAS, The Library of Congress is the nation's library as well as the library for the legislative branch of government; and

WHEREAS, Daniel J. Boorstin has for the past 12 years served Congress and the nation by bringing focus on the Library of Congress and the written word as a symbol of the importance of knowledge and information in the American democracy; and

WHEREAS, During the past 12 years, the Librarian of Congress has shown a commitment to improving access to the collections of our national library; and

WHEREAS, The Special Libraries Association is an international professional association of more than 12,500 special librarians and information specialists, with 10 percent of its membership in Canada; now, therefore, be it

RESOLVED, That the Special Libraries Association urges the President to appoint as Librarian of Congress an individual who will actively promote the national and international role of the Library of Congress as a repository and disseminator of knowledge and information in all forms; and be it

FURTHER RESOLVED, That this individual be one who understands and recognizes the important role of the professional librarian in this Information Society; and, be it

FURTHER RESOLVED, That this individual will continue to promote an active role for the Library of Congress in developing and utilizing new information technologies; and, be it

FURTHER RESOLVED, That this individual be one who recognizes the position of importance held by the Library of Congress in the federal library network.

Adopted by the Board of Directors
Special Libraries Association
Pittsburgh, Pennsylvania
January 29, 1987

Special Libraries Association

1700 Eighteenth Street, N.W. Washington, DC 20009

202/234-4700

February 9, 1987

The President
The White House
Washington, D.C. 20500

Dear Mr. President:

The Special Libraries Association recently shared with you a resolution approved by our Board of Directors relating to the Librarian of Congress. In our February 3 letter to you, we said that we would forward a list of candidates we believe would be worthy of your consideration to succeed Dr. Boorstin.

SLA's members, which number more than 12,500, view the Librarian of Congress as a distinguished leader in the library world. This position must be filled by an individual with extraordinary leadership and administrative abilities. It is without doubt that this position has great significance to our profession. Our members are concerned that the Library of Congress--itself a special library--maintain its preeminent role in the information sphere which developed under Dr. Boorstin.

The next Librarian must actively promote both the national and the international role of the Library of Congress as a repository and disseminator of knowledge. Additionally, the individual must understand the multi-faceted role which the Library plays, as well as the variety of people it serves--everyone from members of Congress to students.

Further, the Librarian must recognize the vital role played by professional librarians in the information age. The Librarian must promote an active role for the Library in the development and utilization of new technolgy.

Finally, the individual should be an inspired leader; a visionary who can administer our Nation's Library.

With these qualities in mind, we offer the following candidates for your consideration. A brief biographical sketch of each candidate is attached for your information.

James H. Billington, Director, Woodrow Wilson International Center for Scholars, Washington, D.C.

Hannah H. Gray, President, University of Chicago

Gertrude Himmelfarb, Historian and Scholar, City University of New York

William J. Welsh, Deputy Librarian of Congress

The Special Libraries Association desires to be an active participant in the selection process and would be pleased to consider any candidate with the demonstrated qualifications and abilities necessary to be the next Librarian of Congress.

Sincerely,

David R Bender

David R. Bender, Ph.D.
Executive Director

Enclosure

Senator PELL. Thank you very much indeed. And I congratulate the Special Libraries Association that out of the 250 million Americans, they were able to pick out four who would be candidates to be Librarian of Congress, and Dr. Billington is one of those.

I trust, too, that you will always find him accessible and, if he's not, you can always appeal to the Congress. [Laughter.]

So thank you very much indeed for being with us.

Ms. MOBLEY. Thank you, Mr. Chairman.

Senator PELL. We now have Ms. Mary Ann Joyce, President of AFSCME Local 2910.

Ms. Joyce.

TESTIMONY OF MARY ANN JOYCE, PRESIDENT, AFSCME LOCAL 2910, LIBRARY OF CONGRESS, WASHINGTON, DC

Ms. JOYCE. I am Mary Ann Joyce, President of the Library of Congress Professional Guild.

The professional employees of the Library of Congress are pleased to be represented at the hearings on the nomination of Dr. James H. Billington to the position of Librarian of Congress. We view this nomination with genuine excitement, and we welcome the intellectual and administrative freshness, as well as experience that Dr. Billington's nomination promises.

His appointment will challenge him to apply the principles of administration he has so effectively employed on a smaller scale at the largest library in the world. We believe he should do this undaunted by the library's size, by its bureaucratic complexity or by the difficulty of arbitrating its internal philosophical and pragmatic disputes.

A new administration needs to look a fresh look at each of its programs, review them in an unprejudiced way, and renew the Library's enormous commitment to providing basic long-term services to Congress and the nation.

This would include a more open, more coherent planning process. The planning process throughout the Library has an air of secrecy neither becoming nor productive in an institution of the caliber of the Library, or in one that is uniquely dedicated to the value of the free exchange of knowledge and information.

One of Dr. Boorstin's major marks has been the opening of the institution to use by the public. We suggest that Members of Congress encourage the new nominee to open the Library up internally as it has been opened to the outside world.

The Library needs the best possible management and administrators. Such administrators will stimulate intellectual exchange within the walls of the institution as they value it in the world at large, knowing that such exchange is invaluable to good decision-making. The nomination of Dr. Billington establishes a pattern for excellence which will, we have confidence, raise the morale, aspirations and contributions of every one of the people who contribute to building this unparalleled intellectual and cultural institution.

Thank you.

[Prepared statement of Ms. Joyce follows:]

STATEMENT OF MARY ANN JOYCE, LOCAL 2910,
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES

The professional employees of the Library of Congress are pleased to be represented at the hearings on the nomination of Dr. James H. Billington to the position of Librarian of Congress. We view Dr. Billington's nomination with genuine excitement, and we welcome the intellectual and administrative freshness, as well as experience, that Dr. Billington's nomination promises.

Moving from the Woodrow Wilson Center to the Library of Congress will challenge Dr. Billington to apply the principles of administrative excellence he has so effectively employed on a smaller scale, at the largest library in the world. We believe he should do this, undaunted by the Library's size, by its bureaucratic complexity, or by the difficulty of arbitrating its internal philosophical and pragmatic disputes. We are convinced that the size of our institution is no bar to administrative excellence, nor to setting firm, realistic priorities; nor should it bar nurturing a skilled, diverse, dynamic, and dedicated staff.

Dr. Billington will find there is an excellent staff, at all levels, at the Library of Congress. Many excellent administrators have risen high and remained with the Library for many years. At its best, this has benefited the Library, promoting its administrative coherence and stability. But there is a less healthy tendency of some administrators to become removed and insulated from the fray and "proving ground" of daily services and operations, and, understandably, to seek the challenge of new programs and ideas. In doing so, they frequently lose touch with lower level staff concerns, and with the practical implications of their ideas. On occasion, some develop personal and vested interests in special programs, which may admirably suit and express their own intellectual curiosity or desires, and they may redirect Library resources--staff, money, and space--toward these. Sometimes the result tends to distort basic Library programs and priorities. Other programs are marked by premature implementation, and by shuffling of existing staff, space, and otherwise committed funds. Many of these programs may be, technically and administratively, difficult to implement, and drain energy, morale, and management skills away from basic programs, in the name of "experiments" and "pilots" which are not permitted to fail.

A new administration at the Library of Congress should take a fresh look at each of its programs, review them in an unprejudiced way, and renew the Library's enormous commitment to providing basic, long-term services to Congress and the nation.

The new Librarian must develop a blueprint for excellence at the Library of Congress, and this should include a plan to

invigorate the Library from top to bottom through a more open, more coherent planning process. Although the Library has a Planning Office, it is very small, and its work has too often been isolated and unrealistic. There has been too little communication between the Planning Office and the people--librarians, the public, let alone Congress--being planned for; or between the Planning Office and the staff that becomes charged with implementing its plans. The planning process, throughout the Library, has an air of secrecy neither becoming nor productive in an institution of the caliber of the Library of Congress, or in one that is uniquely dedicated to the value of the free exchange of knowledge and information. Results of such planning include the DEZ preservation program, the Optical Disk Pilot Program, and the recently announced "Machine-Readable Reading Room". One could also look to the renovation of the Jefferson and Adams buildings, which is being done with little attention to the practical needs identified by the librarians who will eventually have to provide services to the public from the renovated facilities, and with no regard to the future expense of correcting for these needs after the renovation is complete. One could also point to the disastrous plan to discard the Main Card Catalog, and to the Photoduplication Service, which operates with little respect for legitimate photocopying demands and needs of the public. As for collection development, which is at the heart of this great library, it is carried out by a tiny inner sanctum of professionals who, however dedicated, cannot and do not have the resources to fulfill the Library of Congress' need for the integrated, comprehensive, long-range collection development that should be taking place.

One of Dr. Boorstin's major marks on the Library of Congress has been the opening of the institution to use by the public: by literally opening its doors, and by raising public awareness of its presence and services. We suggest that the members of Congress encourage the new nominee for Librarian of Congress to open the Library up, internally, as it has been opened to the outside world.

The Library of Congress should have no hidden agendas. The Library of Congress should have the best possible management and administrators, and it should seek to build excellence of staff at all levels. Such administrators will go out of their way to stimulate intellectual exchange within the walls of the institution, as they value it in the world at large, knowing that such exchange is invaluable to good decision-making. The nomination of Dr. Billington as Librarian establishes a pattern for excellence at the Library of Congress which will, we have confidence, raise the morale, aspirations, and contributions of every one of the people who contribute in thousands of individual ways to building this unparalleled intellectual and cultural institution.

Senator PELL. Thank you very much indeed, Ms. Joyce.

One question. In your written testimony, you have a reference to the fact that there's been, in your view, too little communication between the Planning Office and the people—librarians, the public, let alone Congress—being planned for.

Could you enlarge on that sentence?

Ms. JOYCE. Perhaps the best thing I could do would be to give you detailed information about some examples of that for the record if you would like.

Senator PELL. Just give me one now, if you would.

Ms. JOYCE. The work of the Planning Office often is not known to the people whose lives are going to be affected by the plans they're making. And when people do find out about it, it tends to be piecemeal and very much after most of the plans have been made. And so that is our general concern.

Senator PELL. Right. But could you give me a specific instance?

Ms. JOYCE. Specifically, we would be looking at some of the things that we delineated in our testimony with regard to the DEZ preservation program; to some extent the Machine-Readable Reading Room, and some of the other examples.

Senator PELL. In other words—excuse my ignorance—the DEZ preservation program, what does that mean?

Ms. JOYCE. Diethyl zinc preservation.

Senator PELL. Oh, the chemical one?

Ms. JOYCE. Yes.

Senator PELL. There's an exhibition of that in my office. I should have remembered the acronym.

And you mean that that was moved on to before the librarians as a whole were aware of it? Is that what you're saying?

Ms. JOYCE. I think the best thing that I can do is give you detailed information on some of these issues for the record at a later point because some of the people who provided the most information on this are not present today.

But the general problem that we have with the Planning Office is that their plans are not known to people who are being impacted at a time when those people could present information that would be useful.

Senator PELL. All right. Good. Well, don't forget the record will stay open only until the close of business Thursday.

Ms. JOYCE. Yes.

Senator PELL. We would welcome any additions.

And thank you for your testimony which I appreciate very much indeed.

Ms. JOYCE. Thank you.

[Additional materials submitted by AFSCME Local 2910 follow:]

ADDITIONS TO THE STATEMENT OF LOCAL 2910,
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES
(PROFESSIONAL GUILD)
LIBRARY OF CONGRESS

AFSCME Local 2910, in response to Committee requests for more information following our testimony of July 14, 1987, provides the Members of Congress with the following examples of flaws in the planning process at the Library of Congress. We should make it very clear that our July 14 statement directed the Committee's attention not to the Library's Planning Office exclusively, but to the Library's planning process. Our point in making reference to the Planning Office's activities is that the office should not be looked to, to resolve the problem of planning at the Library. The Planning Office is itself illustrative of these problems; but we intend no vendetta against the Planning Office or its personnel.

In some of the cases below, major management decisions have been developed in a virtual communication vacuum, and lower level Library staff have been consulted in a most perfunctory way. In other cases, long-standing staff concerns have been voiced for years without result. Communication on very important subjects is blocked both going and coming. The same can be said for the legitimate concerns both of our immediate community of readers and Library users, and of the larger, national and international community, who look to the Library of Congress for a panoply of critical services as well as responsible leadership in the library and research communities.

Equally prejudicial to good planning is the concentration of executive planning and budget control in the same hands. When high level library executives do not have to go through normal channels to expend substantial monies on favored projects, this absence of checks and controls through fund appropriation requests can result in the Library being sent in problematic directions, from which retreat becomes an embarassing political (and personal) issue.

The problems which we identified in our July 14 statement, and which we will elaborate on here, are ones which a more open, more objective decision-making process, focused always on the Library's highest and most basic service priorities, can successfully address.

MACHINE READABLE READING ROOM

The Library has announced in a recent issue of its Information Bulletin, a plan to create, in the fall of this year, a completely new reading room and elaborate new reader services, for which it has no staff and for which no budget has been requested of Congress. The three-sentence announcement (Attachment #1) does not begin to describe the potential impact of this plan on the Library's services or on its long practice of

providing free access to information.

The Professional Guild first learned of these plans in late June, 1987, when we secured (unofficially) a copy of the report proposing the establishment of a "Machine-Readable Reading Room" (Attachment #2). This proposal is, we believe, both ill-considered and untimely. It would have the Library implement a project of immense complexity (administrative as well as technical), beginning August 1987, for which no regular staff will be requested. Rather, once more, the Library proposes to shift existing positions and/or vacancies from the already overworked and overextended General Reading Rooms Division to staff this experimental facility.

The space proposed for this new reading room is small, and will be crowded and noisy, because it will be behind, and accessible only through, the already crowded Microform Reading Room. Administrative planning will involve virtually every department and division of the Library. The proposed timing (coinciding almost precisely with the closing of the Main Reading Room, and with the disruptions and changes in public services which that will bring), is foolhardy, and should be revised completely, to permit proper advance planning and evaluation of the appropriateness of so complex an endeavor.

The expenses of this pilot, both in the preparation of facilities, in hardware and software, and in personnel, have been drastically understated in this report. The proposed site could not conceivably become permanent, given not only its size and location but also the fact that this area is scheduled for renovation in a year or two at the most.

More disturbing is that this report proposes introducing a fee-based public service, into an institution where no fees have ever been charged for reference and research services. The American Library Association is explicitly opposed to charging for such services in public institutions (see Attachment #3), and Congress should be very wary of permitting the Library to introduce new services which are not equitably available to citizens of all economic walks of life.

Within the Library, the use of the most modern technologies would, under this plan, occur in a fee-based environment, where librarians paid from public funds would sell on-line access to commercial databases. This is a drastic change from the Library's historic tradition of free and open reference service. We believe that there should be open debate over any plans that may prevent all individuals from having equal access to the Library's information services.

Congress should closely question the purpose and timing of this ambitious undertaking, especially when it is to be supported at the expense of personnel and space which Congress has previously allocated to provide existing, basic public services.

RENOVATION

The renovation and plans for use of the restored areas of the Adams and Jefferson Buildings continue to be problematic in that the purpose of the project with its expenditure of $81 million is alleged to be the return of these buildings to their original beauty and use. We believe that the goal of the restoration is being subverted.

Of major concern to us is the Library's plan to dispose of the main card catalog and replace it with microfiche. Needless to say, the Main Reading Room has traditionally housed a card catalog, not microfiche. We believe the Library has decided to dispose of the original catalog in order to insure use of often inconvenient and illegible (commercially-produced) microfiche (see the sample pages, Attachment #4). Dr. Thomas Mann has done lengthy research on the subject and we include his complete report as Attachment #5, and remind the Committee that a one-time expenditure for cabinets would insure the preservation of this vital resource.

Another post-renovation problem involves the proposed colonnades in the Jefferson Building. Instead of merely raising the floor a few inches to accommodate electrical wiring, and preserving the naturally lighted space that was part of the original design of this beautiful building, this space is going to be filled by a dark, ugly, artificial structure. Not only are the colonnades an unnecessary, and historically inappropriate addition to the renovated space, we believe that they may interfere with the delivery of excellent public service in that they will displace space that could be used for readers and housing the collections. The proposed plan is expensive and wasteful fo both funding and space and we think the Library will be well-served if the scheme could be dropped once and for all.

A third issue is the disproportionate and impractical allocation of space to the Council of Scholars. The "Council of Scholars" is an honorary body whose practical role in the Library of Congress is negligible. The member scholars convene intermittently, one or two times a year, to discuss subjects of scholarly interest; they contribute only nominally to Library policy-making. Their presence honors the Library, as they are honored by the Library, but there are reasons to question whether it is appropriate for the Council of Scholars to displace the Jefferson Congressional Reading Room, or whether it befits the mission of the Library to have set aside badly needed book and desk space in the second balcony level of the Main Reading Room, for seven or more private conference rooms for use by these scholars.

The Jefferson Building of the Library of Congress has always balanced in an extraordinary and uplifting manner the virtues of decorative beauty and high practical purpose. Neither our

respect for the Council of Scholars nor the plans of the Architect of the Capitol should be allowed to alter that balance in a way that impedes service to Congress or the public.

We note that the new space planned for service to Congress (one floor below the historic Jefferson Congressional Reading Room) is being prepared at considerable tax-payer expense. The old Jefferson Reading Room, so beautifully and recently renovated itself, should also be restored to its historic function: serving Congress and its staff.

Yet another problem, which again illustrates faulty planning, is the inclusion in the Adams Building of bookcases that are the incorrect size to house the large National Union Catalog volumes that are essential to the reference collection on the fifth floor. Although the Library has already noted that this problem will exist after renovation, apparently nothing can be done now to correct this unfortunate situation.

OPTICAL DISK

Planning at the Library often appears to be a process of justifying and promoting projects which enjoy premature (and sometimes powerful) support, at the expense of objective research, evaluation, and reconsideration of choices.

The devotion to the Optical Disk Pilot Project is a case in point. For most of the last two years, the Optical Disk Pilot Program has dominated the activities of the Planning Office as reflected in semi-annual reports published in the Library of Congress Information Bulletin (1/6/86, 6/16/86, 1/5/87, 6/15/87 issues (Attachment #7). The first of these accounts minimized optical disk problems and touted the Library's commitment of resources to this new project, including hiring a consultant to analyze user feedback. Later accounts eventually reflect that many of the Library's optical disk efforts were directed at finding someone to use it; the selection of materials put on optical disk, system reliability problems, image quality, and human user factors had not been adequately considered in the initial planning, or adequately reconsidered. At a time when much of the library community was reforming its expectations for practical library applications of this technology, and waiting for marketplace forces to weed the field of optical disk technologies until standardization occurred, the Library of Congress was asking the House Subcommittee on Legislative Branch Appropriations to nearly triple the Library's funding for its own Optical Disk project. That Subcommittee's report records their response:

> "The Committee also questions the further significant expenditure of research and development funds on optical disk technology. That technology is at a point where perhaps the private sector should be relied upon for commercially successful developments. While the

optical disk hardware for the SDI system enhancement has been deferred without prejudice, the Library should report to the Committee its plans for further research and development of the technology together with recommendations on how this work can be transferred to the more logical location in the private sector."

Such reservations about the optical disk are absent from the 6/15/87 Library of Congress Information Bulletin semi-annual report.

DIETHYL ZINC (DEZ) BOOK DEACIDIFICATION

Much has been said elsewhere about the diethyl zinc (DEZ) book deacidification process. The House Subcommittee on Legislative Branch Appropriations has asked the Office of Technology Assessment to study the situation, and in addition the House Subcommittee on Public Buildings and Grounds, Committee on Public Works and Transportation, has looked at the issue.

DEZ program responsibility does not reside in the Planning Office. Research Services (where a major reorganization of management has occurred to focus increased resources on DEZ: Attachment #6) and outside contractors are both heavily involved. However the Planning Office has been represented in the DEZ planning process. The Planning Office, like all Library planners, must be committed and encouraged to take a hard look at project problems as well as successes, and attempt to learn quickly from both.

MAIN CARD CATALOG

The Guild has now repeatedly voiced its opposition to the Library's plans to replace the Main Card Catalog with a combination of microfiche and computer catalogs. Attached (#5) is a thorough analysis of this plan, and a strong recommendation that it be rejected in favor of returning the Main Card Catalog to catalog cases after the renovation of the Jefferson Building. This document has been previously sent to Congressman Fazio and to Dr. Billington.

In addition, we have attached a few sample photocopies (Attachment #4) made from the microfiche version of the catalog, which show the poor legibility of the microfiche images which all future readers will have to contend with.

PHOTODUPLICATION SERVICES

Photocopying is a basic library service in any modern research library. The Library of Congress lags far behind most large university research libraries in its capacity to provide readers with photocopies at reasonable cost and in reasonable periods of time. There is no centralized photocopying service at

the Library of Congress which can provide readers with a quick, affordable alternative to self-service machines. These self-service machines, and the bill-changers necessary for their use, are not serviced by onsite staff; complaints and breakdowns must be relayed via reference staff and special police to the Photoduplication Service employees, resulting sometimes in long delays in repairs. Long photocopying lines are standard in the evenings and on weekends; refunds for lost money are handled in a circuitous and inconvenient way.

As for alternatives to the self-service machines, simple photocopy orders handled by the Photoduplication Service routinely take weeks or months to process. Reference staff have repeatedly asked that these services be improved, and that the Photoduplication Service take a more service-oriented approach to its clients, the Library's researchers. For example, in a proposal two years ago, librarians argued that better, and better staffed, facilities for photoduplication should be integrated into plans for renovation of the Jefferson and Adams buildings (Attachment #8).

The Photoduplication Service has also failed to acquire new machines which are available and in use in large libraries in this country and abroad, and which would make it possible to photocopy fragile materials, without cutting off the bindings or otherwise damaging them. These and similar machines, in use for example at the British Library, make it possible for libraries to photocopy and microfilm books and magazines and return the original material to the shelves intact (see Attachment #9). Current technologies which the Library uses require the Library to cut off the spines of these bound volumes before microfilming them, and to discard the loose sheets which result. Readers are understandably dismayed at the results of this procedure (when used in an undiscriminating way), for which new technologies have provided a happy alternative.

MUMS/SCORPIO

The SCORPIO system has replaced the card catalog as the reading public's access to books acquired in English since 1968 and in other languages since the mid-1970's. MUMS has replaced the card catalog as the essential record of Library holdings for processing purposes. Both of these systems must be highly reliable. They must be constantly available for use and must respond quickly. Neither MUMS nor SCORPIO are sufficiently reliable and responsive to meet the needs of patrons or staff.

The Temple, Barker, & Sloane study of MUMS/SCORPIO ("Appraisal of MUMS/SCORPIO, September 1986") concluded that extensive re-design of the system is required to make it serviceable into the 1990's. The study recommended that Library of Congress planning priorities be realigned to commit all available resources to accomplishing that essential re-design task, postponing new ventures and non-essential projects.

Nevertheless, because of the uncoordinated nature of planning and development in the Library, this advice is ignored: the Optical Disk project continues to absorb more than its fair share of resources and staff, the DEZ experiment proceeds with increased commitment of staff resources, plans for a "Machine-Readable Reading Room" have just been announced, the Library has begun the switch to full "on-line" cataloging in spite of warnings than the MUMS system cannot presently support the demands that full "on-line" cataloging impose on it.

The MUMS/SCORPIO systems are the key components of the Library's cataloging and information retrieval capacity. There is no effective backup except the card catalog slated for storage and eventual destruction. On July 8, 1987, Congressman Fazio, as chairman of the House Subcommittee on Legislative Branch Appropriations, wrote to the Librarian of Congress, informing him of potential flaws in the Library's plans for the elimination of the card catalog (see Attachment #10).

SUMMARY

The foregoing should not be construed as an exhaustive list of the Guild's concerns regarding planning at the Library of Congress. We particularly wish to reemphasize the need for a greater commitment of Library staff and resources to the critical task of collection development. We also wish to underscore the positive nature of our members' concerns. By raising these issues before Congress, we hope to represent to you their deep, professional commitment to improving the current and future ability of the Library of Congress to serve both you and your constituents. The criticisms we bring before you arise out of the frustration our members feel with a closed, and too often unchecked, decision-making process which threatens the health and efficacy of this institution. We trust our remarks will be taken in this spirit, and hope they will be useful both to you and to the Library's future leaders.

Senator PELL. Now we are going to have a panel. Mr. Howard Cook representing the Black Employees of the Library of Congress, and Mr. George Perry representing the Ethnic Employees of the Library of Congress.

If they would come forward.

Mr. Cook, Mr. Perry, proceed if you would. Thank you.

TESTIMONY OF PANEL CONSISTING OF HOWARD COOK, BLACK EMPLOYEES OF THE LIBRARY OF CONGRESS, AND GEORGE PERRY, ETHNIC EMPLOYEES OF THE LIBRARY OF CONGRESS, WASHINGTON, DC

Mr. COOK. Mr. Chairman, members of the Committee who have come in and out during the process of this proceeding, we thank you for providing us the opportunity to appear before you.

We have submitted prepared testimony for the record. We request that it be included as a part of the official record.

Senator PELL. It will be inserted in full in the record.

Mr. COOK. Thank you, sir.

We have six or seven items that we are interested in as minority employee organizations at the Library of Congress.

First, we support the nomination and confirmation of Dr. James H. Billington to become the new Librarian of Congress.

We are concerned as to what kind of administrator he will be. This we will not know until after he has become the Librarian of Congress. Listening to his testimony and his responses to questions before this Committee, we believe that he's going to be a good administrator.

We are concerned with equal employment opportunity enforcement at the Library of Congress. Presently we have a failure in the enforcement of equal employment opportunities at the Library of Congress.

Examples of that failure can be demonstrated by the fact that no case of discrimination, or very few, filed with the Equal Opportunity Complaints Office are processed within the framework and the time limits provided by Library of Congress regulations and Title 7, as amended, by the Equal Employment Opportunity Act of 1972.

We are most concerned in the area of affirmative action for minorities. At present, in our view, there is no meaningful or real affirmative action program in the Library of Congress. And that can be supported by the employment statistics which the Library provides annually itself in its information bulletin.

However, in recent weeks, we have seen a move to advance majority members with an affirmative action program in the sense that the Congressional Research Service has proposed in its negotiations with the union to set aside 25 or 30 analyst positions annually for students who come from universities, which we name in our testimony, that would probably produce majority applicants at the expense of minority applicants.

We also hope that after Dr. Billington has become the Librarian of Congress, that he will be open to all staff, including the two minority employee organizations at the Library of Congress, and not take the path of the present administration, which has been to

ignore and to deny openness to the two minority employee organizations.

We believe that this has been an unenlightened approach, and that it has hindered progress and has resulted in adverse feelings toward management and its staff.

Finally, I would like to inform the Committee and Dr. Billington of the fact that, at present, the two minority employee organizations have lawsuits pending, one in the Court of Appeals for the District of Columbia, and one in the U.S. District Court for the District of Columbia. The case pending in the District Court is the class action suit brought on behalf of black employees at the Library of Congress by the black employee organization at the Library of Congress.

The case pending before the Court of Appeals involves a case of the ethnic employees of the Library of Congress. The ethnic employee organization of the Library of Congress is an organization comprised of all staff at the Library of Congress, because we know that ethnics come from all over the world.

It is shameful that these two organizations would not have been permitted to function in the Library of Congress for more than 12 years. We hope that Dr. Billington will give us an opportunity to assist in bringing enlightened management to the Library administration.

And we thank you.

Senator PELL. Thank you very much, Mr. Cook.

Mr. Perry.

Mr. PERRY. Mr. Chairman, I want to say that I appreciate your continuing interest in the affairs of the Library. I remember you way back in 1975, and I also appreciate the continued interest of Mr. Cochrane, who has been with us for a long time.

Senator PELL. He's been here even longer than I have.

Mr. PERRY. Right. He has for 30 years, and we as staff members notice these things. He's a staff person that has contributed greatly.

I have nothing to add to what Mr. Cook has said. He said it very well.

[Prepared statement of Mr. Cook and Mr. Perry follows:]

STATEMENT OF HOWARD R. L. COOK, BLACK EMPLOYEES OF THE LIBRARY OF CONGRESS, AND GEORGE E. PERRY, ETHNIC EMPLOYEES OF THE LIBRARY OF CONGRESS

MR. CHAIRMAN AND MEMBERS OF THE COMMITTEE:

We thank you for having given us the opportunity to appear before this Committee to share our concerns on behalf of a large portion of the staff at the Library of Congress. Different reasons will be stated by different interests in this hearing as to why Dr. James H. Billington should or should not be confirmed as the next Librarian of Congress. One of these reasons might be that he is not a professional librarian. Let us state clearly that this reason is the least important of all that could be raised. Our most important concern is what kind of administrator will he be, just as it was when Dr. Daniel J. Boorstin was being confirmed by this Committee in 1975. We don't think that Dr. Boorstin has been a good administrator.

One example that indicates that Dr. Boorstin was not a good administrator is the level of racial discrimination which continues to exist in employment at the Library of Congress. This level of discrimination is demonstrated by the fact of a class action now pending in the U.S. District Court for the District of Columbia. The class action has been before the Library administration for twelve (12) years starting in 1975. This twelve year period of time represents all the years that the Library of Congress has been under the administration of Dr. Daniel J. Boorstin. We hope that Dr. Billington will be more committed to addressing the first concerns of minority members of the Library staff when he becomes the new Librarian of Congress. Recently, Dr. Boorstin admitted liability in the Shaw 4(a) subclass of the class action. The admission of liability came on April 28, 1987.

We strongly believe that Dr. Billington should as one of his first priorities work to establish a positively identifiable affirmative action program. The U.S. Supreme Court has for a long period of time in a number of decisions of the Court held that affirmative action is a proper method to be used in an effort to correct the wrongs caused by discrimination against minorities in the past. The Court has ruled that race consciousness is a proper consideration in the conduct of affirmative action programs. The arguments presented over the past twelve years, and the philosophy of the present Librarian reflect nothing more than a racist attitude. Racism is

not a sufficient enough reason for not having a real affirmative action program which produces measurable results. This is certainly true in light of all of the Supreme Court decisions on the subject to date. The legal support has already been established. Dr. Billington should be ready to meet with officials of the Black Employees of the Library of Congress and the Ethnic Employees of the Library of Congress for the purpose of establishing an affirmative action program that works. The legal basis for such meetings is already a part of law.

Dr. Billington should be prepared to afford the Black Employees of the Library of Congress and the Ethnic Employees of the Library of Congress as employee organizations a different kind of treatment, than that shown the two organizations under the administration of Dr. Boorstin. Communication with and between us can provide a more enlightened environment for the administration of the Library of Congress under his leadership. This is true not withstanding the unions. This point is extremely clear when the fact of the class action is considered. No union local had any part in the origination of the class action, and maybe if the present administration had had a more enlightened approach toward the two minority employee organization, there might not have been a class action. It is foolish to simply say as an administrator that as agency head I will not talk to the real minority organizations.

In spite of existing selection procedures which have an adverse impact on Black employees, the Library has a proposal on the table at this moment which would allow 25-30 non-posted, non-competitive, permanent analyst positions to graduate students at Harvard, Stanford, Berkeley, and the Universities of Virginia, Texas and Washington. Not one Black educational institution has been included. This is insensitivity of an enormous magnitude, but it is indicative of devices the Library of Congress has used to discriminate against Black employees for a number of years.

The allowing of 25-30 positions of high mobility jobs to be filled without competition annually from the universities mentioned is to allow continued operation of selections under Section 4(a) of the Library of Congress regulation 2010-14. The Librarian has already admitted liability for using this method of selection as having been discriminatory against blacks. The lead attorney's letter in the class action opposing such an arrangement to the Assistant U.S. Attorney is attached as exhibit 1 to this testimony. We need not tell you or Dr. Billington that difficulty of a legal nature will come if any part of the Library is permitted to establish and operate such a program for majority employees.

Finally, we support the nomination of Dr. James H. Billington to be the next Librarian of Congress, and request that he be confirmed. We support him because unlike Dr. Boorstin our research on him did not turn up any corruption, illegal activity, lack of dedication to this country in the past or present, and we found no statements or writings produced by him of a racist nature. We can see possibly only one concern which might be in the area of affirmative action. We would like for this Committee to obtain a clear commitment from Dr. Billington on this subject.

Arent, Fox, Kintner, Plotkin & Kahn

Washington Square 1050 Connecticut Avenue, N.W.
Washington, D.C. 20036-5339

Marc L. Fleischaker
(202) 857-6053

July 6, 1987

Stuart H. Newberger, Esq.
Assistant United States Attorney
Office of the United States Attorney
for the District of Columbia
Judiciary Center
4th Floor, Room 4826
555 Fourth Street, N.W.
Washington, D. C. 20001

Re: Library of Congress

Dear Stuart:

It has recently come to my attention that the Library is proposing, in connection with negotiating a contract with CREA, that the Congressional Reference Service be allowed to offer, each year, 25 to 30 non-posted, non-competitive, permanent analyst positions to graduate students at Harvard, Stanford, Berkeley, and the Universities of Virginia, Texas and Washington. We are extremely troubled by the proposal, and wish to register our objection.

The Library has recently acknowledged that the non-competitive selection process under Library Regulation 4(a) has resulted in discrimination against black employees. In the face of this acknowledgement, and in the face of court proceedings in which the use of 4(a) will either be drastically reduced or eliminated, it defies explanation that the Library would be proposing to implement a new, non-competitive selection process. This is particularly egregious because the listed schools are quite likely to produce an overwhelming number of white applicants. Consequently, such a non-competitive promotion process will almost inevitably have the same discriminatory effect which Section 4(a) has now been conceded to have.

Exhibit #1

We urgently request that this Library proposal be abandoned. If it is not, we will seek to have Judge Johnson invalidate it in connection with the Section 4(a) relief proceedings. Therefore, please inform me of the status of this proposal.

Sincerely,

Marc

Marc L. Fleischaker

MLF:kmm
cc: Lana K. Jones, Esq.

bcc (w/Court pleading): Kerry A. Scanlon, Esq.
Mr. Howard R. L. Cook
Dr. Tommy Shaw
Joyce A. White, Esq.
Ms. Carol E. Hickman
Counsel of Record
All Plaintiffs

Senator PELL. I appreciate your views, and then I have your statement here which you would like inserted in the record as well, would you not?

Mr. PERRY. Yes, sir.

Senator PELL. Good. I thank you both very much indeed for being here.

And we now ask Dr. Tommy Shaw if he would come forward.

Dr. Tommy Shaw is the Personnel Research Psychologist at the Library of Congress.

Dr. Shaw.

TESTIMONY OF DR. TOMMY SHAW, PERSONNEL RESEARCH PSYCHOLOGIST, LIBRARY OF CONGRESS, WASHINGTON, DC

Dr. SHAW. Good morning, Mr. Chairman, and members of the Committee, Dr. Billington, ladies and gentlemen.

I am Tommy Shaw. I am a personnel psychologist from the Library of Congress, and a court appointed representative for the class action discrimination complaint.

Mr. Chairman, I express a deep sense of gratitude for the opportunity to testify before this Committee.

Senator PELL. Excuse me. Since your statement in full will be inserted in the record, I would hope that you could limit your oral presentation to five minutes.

Dr. SHAW. Four minutes is all I have.

Senator PELL. Fine.

Dr. SHAW. My testimony is directed to the issue of racial discrimination in the Library of Congress. I hope that the new Librarian of Congress will be receptive to the recommendations offered herein.

As you indicated, I have submitted a copy of this statement for the record. I would like to summarize briefly what I've indicated in that statement.

The American Library Association, Industrial Psychologists, Library of Congress Consultants and Contractors, and even the Library of Congress' own Assistant General Counsel have concluded that the Library of Congress employment selection procedures discriminate against black employees and black applicants for employment. Yet, these procedures have not been shown to be job-related.

A most egregious act of discrimination was perpetrated when the Library of Congress systematically excluded blacks from a selection process, in which at least 150 appointments were made, including the second and third highest positions in the Library of Congress, seven out of eight department heads, a number of division chiefs, and a number of other high level officials.

Recently, the Library of Congress admitted such selection outcome discriminated against blacks. Yet, the Library asks parties to a discrimination complaint to endorse the continued use of those selection procedures.

It is noted that these appointments were made under Library of Congress Regulation 2010-14, Section 4(a), a selection procedure which was implemented in May of 1953. Mr. Chairman, this was exactly one year before the Supreme Court ruled that racial segre-

gation in public schools was unconstitutional. Racial segregation in the work force in the Library of Congress, however, still exists.

At this very moment, as Mr. Cook indicated, 20 to 35 non-posted, non-competitive, permanent analyst positions for graduate students at Harvard, Berkeley, and the Universities of Virginia, Texas and Washington have been proposed. Not one black educational institution is on that list.

White managers are allowed to make employment decisions based on their own subjective judgment. Such a latitude has a disproportionate adverse impact on blacks. Title 7 case law shows that when white managers are free to choose employees for promotion and selection without regard to any objective standard, a substantial discriminatory impact on blacks is likely to occur. The Library of Congress confirms that proposition.

In response to the Library's discriminatory practice, black employees filed a class action discrimination complaint in Federal District Court five years ago. However, the merits have not been entertained. Unless an administrative effort is made to reverse the long-established pattern of racial discrimination, litigation and a tarnished image for the Library of Congress will continue.

Personally, I believe racial discrimination in the work force in the Library of Congress can be successfully eliminated. I have six recommendations:

1. Formulate a policy which clearly defines the employment selection system in accordance with Title VII of the Civil Rights Act.
2. Implement selection procedures recently developed by the Personnel Decisions Research Institute.
3. Continue to develop and use only valid selection procedures.
4. Include in each manager's periodical evaluation a notation on the effectiveness of the enforcement of selection procedures and affirmative action.
5. Immediately cancel Library of Congress Regulation 2010–14 in its entirety.
6. Include black educational institutions among those proposed for extended employment graduate students.

Mr. Chairman, this concludes my testimony.

[Prepared statement of Dr. Shaw follows:]

STATEMENT OF DR. TOMMY SHAW, PERSONNEL RESEARCH PSYCHOLOGIST, LIBRARY OF CONGRESS

My name is Tommy Shaw. I am employed as a Personnel Research Psychologist in the Library of Congress. I am the Federal court-certified class representative for a class action discrimination lawsuit alleging racial discrimination in promotion and advancement in the Library of Congress.

On the occasion of the confirmation hearings of Dr. James H. Billington to assume the position of Librarian of Congress, a deep sense of gratitude is expressed to the Committee on Rules and Administration for allowing me to make a statement concerning racial discrimination that exists in the Library of Congress against Black employees and Black applicants for employment in the Library of Congress.

Contrary to common practices, my statement does not address the issue of Dr. Billington's suitability for the position of Librarian of Congress; instead, it addresses the crucial issue of racial discrimination against Black employees and Black applicants for employment, an issue to which Dr. Billington should be prepared to devote considerable energy should he be confirmed as the Librarian of Congress.

The Library of Congress has a long history of racial discrimination against Black employees and Black applicants for employment. But this statement will only extend from 1972 when the Equal Employment Opportunity Act of 1972 (Title VII), which states that personnel decisions shall be free from discrimination based on race, became applicable for the Library of Congress.

The basic idea of my statement is that the Library of Congress has developed a personnel selection system which systematically discriminates against Black professional and administrative employees and similar applicants, thus preventing Blacks from optimal participation in the executive and managerial components of the Library's work force; yet it still has not made any substantial effort to change that system in order to make it more equitable for Blacks.

My discussion centers around the nature of this system as it relates to Black employees and Black applicants for employment. First, I will discuss the evidence which

has been generated in support of the system's discriminatory effect against Blacks; second, I will discuss specific components of the system which discriminate against Blacks; third, I will discuss the manner in which Blacks have reacted to the Library's system of discrimination and the resultant consequences of such reaction; and fourth and final, I will offer recommendations which will promote a more equitable selection system for ALL Library of Congress employees.

I believe that my almost 40 years of work and educational experiences in the areas of personnel administration/management and industrial psychology qualify me to make an objective judgment about the inadequacy of current selection procedures in the Library of Congress and their discriminatory impact on a group of employees and potential employees. I spent almost 26 years in personnel administration/management and industrial psychology as a member of the U.S. Navy, including periods as personnel officer on an aircraft carrier with more than 5000 enlisted and officer personnel; psychological research officer, Naval Personnel Research and Development Laboratory, Washington, D.C.; Race Relations Team Member, Bureau of Naval Personnel; Equal Employment Opportunity Council, Personnel Research and Development Laboratory, Washington, D.C.; and Personnel Research Psychologist, Civil Service Commission.

Evidence of Discrimination

Just prior to the enactment of the Equal Employment Opportunity Act of 1972, the American Library Association "found a pattern of actions for which it could conceive of no other motivation than racial discrimination." That association concluded that Blacks were substantially qualified for positions higher than those in which they were then serving. That condition still exists today.

In 1978, six years after Congress specifically directed the Library to cease discrimination against Blacks in its employment practices, the Library of Congress Assistant General Counsel concluded that the Library continues to use employment selection procedures which may deny equal opportunity to Black employees and Black applicants for employment. Under normal conditions, the Library would have been expected to respond to this revelation by conducting an investigation to determine the extent to which such procedures tended to discriminate. This did not happen, which is another indication of the Library's tendency to perpetuate its pattern of racial discrimination in employment.

In 1982, Dr. James L. Outtz, a prominent Industrial Psychologist, concluded that "the subjective character of the Library of Congress selection system virtually guarantees the existence of bias (including racial bias) to a much greater extent than would be found in a professionally sound rating and selection system...."

In 1982, the Library's own psychologist, Dr. Tommy Shaw, filed a class action lawsuit alleging a pervasive pattern and practice of racial discrimination in promotion and advancement of administrative and professional employees throughout the Library.

In 1983, the Personnel Decision Research Institute, a contractor engaged by the Library of Congress, concluded that the selection procedures that the Library now uses erroneously eliminated 33% of qualified minority applicants. The Library protested this conclusion and engaged another contractor to discredit it. Fortunately, the conclusion was upheld.

In 1986, Dr. E.P. Prien, a renowned Industrial/Organization Psychologist, concluded that the Library of Congress deliberately uses selection procedures that do not conform to the law.

In 1987, about four months ago, a contractor which the Library of Congress engaged found a number of conditions which were inconsistent with the principles of equal employment opportunity. It concluded that "current selection procedures have room for significant improvement." One of its analyses shows that the selection procedures currently used to select employees for the Library of Congress fall with disproportionate harshness on Black participants.

Illustrative of the manner in which the Library's practices and procedures have adversely affected Blacks are graphic presentations and comments on the proportions of Blacks in various categories. The statistics, which were provided to the court by the Library of Congress, were current as of March 31, 1986.

DISTRIBUTION OF GRADE LEVEL BY RACE, GS13 AND ABOVE

ADMINISTARATIVE SERIES

At and Above:		13	14	15	16	17	18
Black	N	16	5	2	1	0	0
	%	15	5	2	1	-	-

White	N	89	103	23	7	1	2
	%	31	19	4	1	.1	.2

PROFESSIONAL SERIES

Black	N	20	10	8	1	1	0
	%	19	8	4	1	.2	0
White	N	183	112	207	54	31	5
	%	42	37	17	5	2	.4

Almost one-half of the white Professional employees are GS13 and above, compared to only 23 percent of Blacks at that level. Seventy-seven percent of Black Professional employees are below GS13, the typical grade being that of 11.5. A similar comparison can be made for the Administrative Series.

System Components Which Discriminate Against Blacks

What are some of the factors that may account for the relatively low showings for Blacks?

One factor which accounts for the relatively low proportions for Blacks is a component of the selection system which provides for the noncompetitive appointments to certain positions. This system dates back to May of 1953, exactly one year before the Supreme Court ruled that racial segregation in public schools was unconstitutional. Although the courts and professional personnel practitioners have found the system to be discriminatory, it is still used to make employment decisions which invariably exclude Blacks. Under this system, between 1976 and 1982, more than 150 noncompetitive appointments were made, all of which excluded Blacks. A partial distribution of these appointment is as follows:

GS Level	Number of Appointments
18	11
17	20
16	45
15	36
14	16
13	2

The noncompetitive appointments included the second and third highest positions in the Library (the highest positions is a presidential appointment), seven out of the eight department heads, and a number of division chiefs and other high level officials.

Another factor which accounts for such proportions is biographical information. A contractor hired by the Library found that the inclusion of characteristics such as prior work assignments, academic grades, honors and awards, and involvement in professional activities created an adverse impact on Blacks; but that the lack of these characteristics did not affect job performanace for Blacks. In other words, they were not job-related. Thus, their use violates Title VII of the Civil Rights Act of 1964.

Still another, and indeed an important, factor which militates against the selection and promotion of Blacks is the enormous latitude that is given to white managers to determine who shall or shall not be selected or promoted. Title VII case law across the country has shown since 1965 that when white managers are free to choose employees for promotion without regard to any objective standard, a substantial discriminatory impact on Blacks is likely to occur. (See Hawkins v. Bounds, 752 F.2d 500 10th Cir. (1985); Lilly v. Harris-Teeter Supermarket, 720 F.2d 326 (4th Cir. 1983); and Paxton v. Union National Bank, 688 F. 2d 552 (8th Cir. 1982).

Another factor which adversely affects Black is the differential between the time it takes for Blacks and whites to progress. It takes longer for Black than for whites to move from one grade level to another. During the period 1977-1984, it took Blacks (on the average) 10 months longer than whites to move from one grade group to another. In two instances, it took Black 18 months (or more) longer than it took whites to move to a certain level. Example:

ALL GRADES 9-14	TO GS9	TO GS11	TO GS12	TO GS13
1/2 Yrs. longer than white (14% longer)	10 mos. longer than whites (24% longer	1-1/2 years longer than whites (66% longer)	1-3/4 years longer than whites (57% longer)	1/2 yrs longer than whites (14% longer	2 mos longer than whites (5% longer)

In spite of existing selection procedures which have an adverse impact on Black employees, the Library has a proposal on the table at this moment which would allow 25-30 non-posted, non-competitive, permanent analyst positions to graduate students at Harvard, Stanford, Berkeley, and the Universities of Virginia, Texas and Washington. Not one Black educational institution has been included. This is insensitivity of an enormous magnitude, but it is indicative of devices the Library of Congress has used to discriminate against Black employees for a number of years.

Blacks' Reaction to Library's Discrimination

How have Blacks reacted to these patterns of discrimination by the Library?

Blacks have reacted by filing a class action lawsuit in the Federal District Court for the District of Columbia more than five years ago. To date, however, the merits of the lawsuit have not been entertained. In fact, the full class has not been certified. A subclass has been certified, but it covers only a small number of the potential class members.

On April 23, 1987, the Library admitted in an Order entered in the District Court that it had violated the law in its use of selection procedures for a number of high level appointments. This was in response to the certified subclass. It has not seen fit to address the issues revolving around practices and procedures which have affected a large majority of Black employees. And even in its admission of liability, the Library has suggested that relief and damages be subjected to the well-recognized protracted method of litigation. This is simply another form of discrimination.

Recommendations for Improving Employment Selections

Arguably alleged racial discrimination must ultimately be resolved in the courts. The burden on the courts, however, can be greatly reduced if employment agencies formulate policies for the equitable distribution of resources such as selection and advancement and develop procedures for carrying out such policies on an equitable basis. A federal judge recently made a similar observation in a racial discrimination lawsuit against the Library of Congress. Therefore, before concluding my statement I have several recommendations for the Librarian of Congress, whoever that might be. These are recommendations which I have made before, but to no avail.

1. It is recommended that policies be formulated to clearly define Library of Congress selection procedures in terms of Title VII of the Civil Rights Act of 1964, as amended; professional practices; and court decisions.

2. Implement selection procedures which were recently developed by the Personnel Decisions Research Institute.

3. Continue to develop and use only valid selection procedures.

4. Include in each manager's periodical evaluation a notation of the effectiveness with which selection procedures and affirmative action have been enforced.

5. Immediately cancel Library of Congress Regulation 2010-14, a component of the Library of Congress employment selection system which provides for noncompetitive appointments, which has been used for more than thirty-three years, and which the Library recently admitted discriminates against Black employees.

6. Cancel the Library's proposal to allow 25 to 30 non-posted, non-competitive, permanent analyst positions to graduate students at Harvard, Stanford, Berkeley, and the Universities of Virginia, Texas and Washington. It is obvious that the implementation of this proposal would have and adverse impact on Black employment opportunity.

Conclusion

The Library of Congress has an employment selection system which virtually guarantees the exclusion of Blacks, especially in the lower upper and upper level positions.

There is substantial evidence that Blacks have actually been discriminated against in selection and advancement processes.

A class action discrimination lawsuit alleging racial discrimination in promotion and advancement is pending in the Federal District Court for the District of Columbia, and the Library of Congress has conceded liability to a portion of that lawsuit.

It is recommended that policies be formulated to clearly define Library of Congress selection procedures consistent with Title VII of the Civil Rights Act, that selection procedures recently developed by Personnel Decisions Research Institute be implemented, that only valid selection procedures be used, and that each manager's periodical evaluation cite the extent to which selection procedures and affirmative action are enforced.

Senator PELL. Thank you very much indeed. Thank you for your specific recommendations.

What is that regulation you said should be withdrawn?

Dr. SHAW. That is Regulation 2010-14.

Senator PELL. What does it say?

Dr. SHAW. It provides for the Library of Congress to select high level officials. That was the regulation that was used to select 150 employees which systematically excluded blacks from participating.

There is no justification for this regulation, Mr. Chairman. It has not been validated, and it has not been shown to be related to job performance.

Senator PELL. Obviously this is a question on which there can be some disagreement.

Without objection, we will insert in the record at this point a copy of that regulation so that we can see it.

Dr. SHAW. Would you like me to get that for you?

Senator PELL. We'll get it. Thank you.

Dr. SHAW. Yes, sir.

[Library of Congress Regulation 2010-14 follows:]

The Library of Congress
Office of the Librarian

Posting of Vacancies

LCR 2010-14
p.1

To: The Members of the Staff

From: Luther H. Evans, Librarian of Congress

Subject: Policies and Procedures of the Posting System

Section 1. Purpose

The purpose of this general order is to state the policies and procedures governing the filling of vacancies on the Library staff under the posting system and the rights of members of the staff to be considered for such vacancies.

Section 2. Policy

It is the policy of the Library to encourage members of the staff to apply for vacancies for which they are qualified, and to assure qualified applicants that they will be interviewed and their applications carefully considered. Selection is made on the basis of qualifications, following competition among all applicants, both from within and outside the Library. All vacancies within the Library, except those noted in Section 4 below, shall be posted in accordance with the following system.

Section 3. Open Posting

Because it is impractical to issue a posting for each vacancy in certain types of positions, such positions may be filled through a modification of the posting system which shall be known and identified as "open posting," i.e., such a posting shall be effective for a maximum of six months and appointments may be made without posting individual vacancies. The following are examples of the kinds of positions subject to open posting:

(a) Labor force, CPC-2
(b) Deck attendants, GS-2
(c) Clerk-typists, GS-2
(d) Clerk-typists and clerk-stenographer, GS-3
(e) Messengers, CPC-3 or GS-2

The Director of Personnel shall be responsible for establishing and maintaining a current list of such positions, subject to change as the demand and the supply of applicants dictate. Each division chief shall be provided with a current list of the positions in his division which are subject to open posting.

May 14, 1953

Section 4. Exceptions

It is the policy of the Library to keep exceptions to the foregoing to a minimum. Exceptions shall be permitted only in the following cases:

(a) Positions for which, because of their unusual or special character, the Librarian may determine that the posting of notice of a vacancy is impractical or undesirable. The Librarian will report to the staff contemporaneously on any appointments made under this exception, either in a Special Order or in the Information Bulletin.

(b) Temporary appointments, promotions and transfers for a period of 90 days or less. If the position is to be filled beyond 90 days, it must be posted within that period.

(c) When initial appointment is made for persons recruited under an approved recruitment, training, or exchange program.

(d) Transfers or reassignments without increase of grade or salary for the good of the service.

(e) Promotions governed by an approved promotion plan.

(f) Positions paid from gift funds entrusted to the Library for the employment of particular persons or persons of particular categories. (This exception shall not apply to routine positions with usual requirements unless the terms of the gift so require.)

(g) Positions paid from funds transferred from other agencies when conditions imposed by such agencies preclude posting.

(h) When a position becomes vacant again, or when an identical position becomes vacant, within 60 days of the time it was posted, the vacancy need not be reposted but the applicants under the original posting must again be considered.

Section 5. Procedures

a. For Applicants:

An employee who is interested in applying for a posted vacancy should:

(1) Make sure that he is qualified by checking the minimum qualifications stated on the posting.

(2) Submit an Application for Posted Vacancy (Personnel Form No. 4) to the Employment and Training Section. This form is directed toward a specific position and should contain all pertinent information, but none that is not pertinent. Reference to Form 57 by the recommending officer should not be expected.

(Consideration cannot be assured unless the application is submitted to the Employment and Training Section.)

(3) Make sure that application reaches Room G-124 within the period of five working days.

(4) Wait to be called for an interview.

b. For Operating Officials and Personnel Division

When it has been decided that a vacancy is to be filled, it should first be determined whether the position is subject to "open posting" (see Section 3). If the vacancy is to be posted the following procedures shall be observed:

(1) The Recommending Officer shall submit a Request for Posting (Personnel Form No. 37) to the Director of Personnel, making sure all necessary information is included.

(2) The Personnel Division shall, on receipt of a Request for Posting, issue and distribute to all divisions and offices notice of an actual or anticipated vacancy in the form of a "Posting," formerly called Personnel Memorandum. Each posting shall contain the following:

(a) Identifying number.
(b) The date of issue.
(c) Indication of the type of vacancy (whether anticipated or actual).
(d) A statement of the right of employees to apply.
(e) Title, series, grade, classification position number, and salary.
(f) Administrative unit in which position is located.
(g) Type of appointment, if temporary or indefinite.
(h) A description of duties.
(i) A precise statement of the qualifications.

It shall be the responsibility of division chiefs to see that a copy of each posting is promptly and conspicuously displayed.

(3) All applications received by the Employment and Training Section within the five-day period shall be recorded and forwarded promptly to the division in which the vacancy exists or is anticipated.

(4) It shall be the responsibility of the person who will make the initial recommendation to arrange interview appointments with employee-applicants, and he shall ascertain that all those whose applications were filed within the five-day period have been interviewed, if available, before making a recommendation.

(5) The names of all employees whose applications were referred by the Employment and Training Section shall be shown on the Personnel Action Recommendation (PAR, Personnel Form I), with an indication that they have been interviewed, or an explanation of why an interview was not held.

(6) The applications of all persons who have been considered (with signature of the interviewer and date of interview on Form 4 applications) shall be attached to the Personnel Action Recommendation, unless they have been withdrawn by the applicant or referred elsewhere. The justification shall account for all missing applications. (G. O. 1470, Section 3 and Item 26, PAR).

(7) If the person selected is an employee of the Library, the Recommending Officer shall notify him when the PAR has been approved, but not before. The successful candidate for each position will be announced to the staff.

(8) If a vacancy is not filled within 90 days of posting it shall be reposted before a PAR is initiated. All employee-applicants on the original posting shall be reconsidered before final selection is made.

(9) "Open Postings" will be kept current at all times and appointments may be made without regard to the date of the posting. Upon notice from the Personnel Division operating officials shall review position descriptions and qualifications on all "open postings" at six month intervals and issue a Request for Posting (Form 37).

(10) The Employment and Training Section shall maintain a suspense file on "open postings" and notify the division or office concerned 30 days before each posting expires, so that a Request for Posting may be initiated.

Section 6. Retention by Losing Division

An employee whose appointment to a position has been approved may not be required to remain in his old position and pay status for longer than ten (10) work days including the day his division is notified.

Section 7. Effect on Previous Issuances

a. This order supersedes General Order 1453 (December 11, 1950), which is hereby rescinded.

b. General Order 1456 is amended by adding the number of this order to the entries under Part II—Personnel Administration—Employment (p. 6).

May 14, 1953

Library of Congress
Office of the Librarian

LCR 2010-14, Amend. 1
p.1

To: Members of the Staff

From: L. Quincy Mumford, Librarian of Congress

Subject: Amendment to General Order No. 1524, "Policies and Procedures of the Posting System."

Section 1. Purpose

This General Order amends Section 5, paragraphs b(3) and b(4), of General Order No. 1524, (May 14, 1953) to provide for an initial evaluation by the Employment Section, Personnel Division, of employee-applications for posted vacancies and to conserve the time that recommending officers and other members of the staff devote to interviews.

Section 2. Amendments

a. Section 5, b(3) of General Order 1524 is amended to read:
"The Employment Office shall record all applications for posted vacancies received within the five-day period allowed by Regular Postings, and all those received on Open Postings. It shall examine the applications to determine whether the employee-applicant meets the qualifications stated in the posting. If these qualifications do not appear to be met, the Employment Section shall indicate this fact at the top of the application, and shall forward it and all other applications promptly to the unit where the vacancy exists."

b. Section 5, b(4) is amended to read:
"The Officer who will make the initial selection and recommendation is responsible for arranging interview appointments for all employee-applicants and for ascertaining that all who are entitled thereto are interviewed before a selection is made. This includes all those employees whose applications are referred by the Employment Office, except that:

"(1) Those applications on which the Employment Section has indicated that the employee-applicant does not appear to meet the required qualifications may be returned to the Employment Section with the request that the applicant be notified that he does not meet the qualifications and will therefore not be interviewed or considered further for the particular vacancy.

January 15, 1957

"(2) Those employee-applicants who have been interviewed by the recommending officer within the past 12 months for the same or a similar position, need not be interviewed again. However, if the applicant indicates that he desires another interview because he has acquired in the interim additional qualifications in terms of academic study, special training, or pertinent work experience, he shall be interviewed. Otherwise, the recommending officer shall inform the employee-applicant by telephone of the reason for not granting an interview and assure him that he will be given full consideration.

"(3) If an employee-applicant is not available for interview within a reasonable time, the selection need not be delayed, but such applicant shall be given the fullest possible consideration under the circumstances.

"In cases where interviews were not given under (2) or (3) above, the application shall be so noted and the reason given.

"The reasons for not selecting each unsuccessful applicant (including any who were not interviewed) shall be stated in the justification, in addition to the reasons for selecting the applicant recommended."

January 15, 1957

Library of Congress
Office of the Librarian

LCR 2010-14, Amend. 2
p.1

To: Members of the Staff

From: L. Quincy Mumford, Librarian of Congress

Subject: Change in Format for Posting of Vacancies

Section 1. Purpose

This General Order announces a change in format for postings under the Library's policy of announcing vacancies.

Section 2. Condensation of Postings

To speed up the announcement of staff vacancies and to reduce the paperwork involved, postings of vacant positions will be consolidated to permit the listing of more than one vacancy on a page. To accomplish this, the brief summary of duties will be omitted from the posting. Since the full description of duties may always be seen in either the division or department office where the vacancy occurs or in the Employment Section of the Personnel Office, and since staff members applying for vacancies often want to read the full description in any case, no inconvenience is expected to result from the omission of the summary of duties.

All other information--title, grade, location of the vacancy, salary, and qualifications required--will be given as usual, and, as always, vacancies will be announced as they occur. An example of the new format is attached.

Open postings will be listed separately and will be renewed every six months.

There is no change in the procedure for applying for vacancies. The posting lists will be displayed on bulletin boards throughout the Library; employees inquiring about specific vacancies will be provided with the posting list containing the announcements of the vacancies in which they are interested; employees will continue to submit Form LW-16, Application for Posted Vacancy, to the Employment Section, Room G-108, Main Building; application must be filed within five work days after the announcement, except in the case of open postings.

Supervisors will continue to use Personnel Form No. 37, Request for Posting, to request that positions be posted.

December 4, 1963

88-284 0 - 88 - 4

THE LIBRARY OF CONGRESS

Personnel Office

Postings for November 19, 1963 Closing date for applications: November 25, 1963

The following positions are to be filled. Position descriptions may be seen in the appropriate division or department office or in the Employment Office. Interested employees are invited to submit to the Employment Office, Room G-108, by the closing date Application for Posted Vacancy (Form LW-16). Unless otherwise indicated, an adequate amount of additional experience or training, as appropriate, may be considered in lieu of qualifications specified. The Library reserves the right to appoint the best qualified available applicant without reposting.

Postings	Qualifications
LEGISLATIVE REFERENCE SERVICE EDUCATION AND PUBLIC WELFARE DIVISION Analyst, Public Welfare GS-7 (102-7-4548) $5540 (Temporary, not to exceed 9/30/63) Posting 8028	Required: A knowledge of the general field of public welfare; the ability to write effectively and objectively, to analyze and summarize information relevant to assignments appropriate to this position; graduation from a college or university of recognized standing with a major in one of the social sciences; a minimum of one year of successful experience in or related to this field. No substitution permitted.
PROCESSING DEPARTMENT, SUBJECT CATALOGING DIVISION Catalog Assistant GS-3 (1411-3-2824) Posting 8034	Required: The ability to type cards neatly and accurately with reasonable speed; the ability to pass the Library of Congress clerical test; graduation from high school. Desired: A knowledge of one or more foreign languages.
REFERENCE DEPARTMENT, MAP DIVISION Map Titler GS-5 (1410-5-2778) $4565 Posting 8043	Required: The ability to read and interpret maps accurately and quickly in order to determine the area to which they pertain, their scale, date, subject content, etc., and to summarize that information concisely according to established practices in the Library of Congress; a working knowledge of two foreign languages.

December 4, 1963

LCR 2010-14
Amend. 3

Subject: Employee Application for Posted Vacancy

Section 1. Purpose

This Regulation relates to Forms LW 16/56, Employee Application for Posted Vacancy, and 16/56A, Continuation Sheet, which shall be used by staff members in presenting their qualifications for posted vacancies, as well as giving recommending officers additional information for their use in evaluating qualifications.

Section 2. Use of the Forms

A. Applicants shall submit Form LW 16/56 (Form LW 16/56A, when necessary) in accordance with the procedures described in LCR 2010-14, Section 5.a.

B. Copies of the revised forms are available in division offices or in the Employment Office, Room G-106B, Library of Congress Building.

(Supersedes November 4, 1964 issuance of LCR 2010-14, Amend. 3)

Office of The Librarian

February 26, 1979

LCR 2010-14
Amend. 4

Subject: Extending the Duration of a Vacancy Announcement

Section 1. Purpose

This amendment to LCR 2010-14, Posting of Vacancies, makes provision for extending the duration of a vacancy announcement under prescribed circumstances.

Section 2. Amendment to Section 5.b(8) of LCR 2010-14

If a vacancy is not filled within the original duration of the posting, it may be extended. At the request of the recommending officer and upon the approval of the Director of Personnel, the duration of a vacancy announcement may be extended for an additional 90 days.

Senator PELL. And your whole statement naturally will be inserted in the record in full, and I thank you very much indeed, Dr. Shaw, for being with us.

Dr. SHAW. Thank you very much.

Senator PELL. Before closing out this hearing, is there anybody in the audience who would like to come forward and say a word one way or another? Otherwise, the hearing will be brought to a close.

I shall submit for the record a number of letters which the committee has received pertaining to the nomination of Dr. Billington, as well as several newspaper articles on this subject.

[Submitted materials appear in the Appendix.]

Senator PELL. The record of this hearing will remain open for two days, through the close of business on Thursday, July 16th. This will allow our Committee the time to have a complete record prior to its scheduled Executive Session on July 23, 1987, at which time it is our plan to act on the nomination.

The hearing is adjourned.

[The Committee adjourned at 11:18 a.m.]

APPENDIX

Association of Research Libraries
1527 New Hampshire Avenue, N.W., Washington, D.C. 20036 (202) 232-2466

SHIRLEY ECHELMAN
Executive Director

July 8, 1987

The Honorable Wendell Ford
Chairman, Senate Committee on Rules
and Administration
173A Russell Senate Office Bldg.
Washington, D.C. 20510

Dear Senator Ford:

I am pleased to submit this letter for the hearing record on the confirmation of James H. Billington to be Librarian of Congress. I write on behalf of the Association of Research Libraries, which consists of the largest research libraries in the United States. Among ARL's members are the Library of Congress itself, as well as other national private, and university libraries. The members of ARL have a vital interest in the Library of Congress and expect that the fruitful and cooperative relationship which has been fostered and encouraged in the past will be continued and enhanced by Dr. Billington.

It is well recognized that the first responsibility of the Library of Congress is to the Congress itself. This is the source of the historic strength of the Library. But in addition, the future of research and scholarship rests increasingly on the growing collaboration between the Library of Congress and the other research libraries of the country. Nurturing that collaboration must be one of the most important priorities of the Librarian of Congress, in our view.

As the largest library in the world, L.C. faces important challenges in the coming years. The Library is the repository and provider of information for the Congress. In addition, it serves as a leader in the application of new technologies for information transfer, in the development of standards for information description and communication, in the promotion of literacy and reading, in the provision of high-quality bibliographic services, in the establishment of the operational network that links the nation's information resources, in the preservation of the intellectual heritage of America, and in the support of research and the production of new knowledge. In short, the Library of Congress is of vital importance to the libraries of the United States and to the intellectual life of the nation.

Meeting these challenges demands that L.C. be led by someone with an imaginative vision of the magnitude of change that our society is undergoing in the age of information, and who understands that no segment of society will be untouched by this change. The next Librarian must have a thorough understanding of the Library's multiple roles and must be able to articulate and balance these roles with credibility and conviction. The Librarian must be able to attract and retain technical and professional experts whose knowledge and commitment is universally recognized. The Librarian must have a deep appreciation for the historical and

(over)

cultural legacy that is contained in the Library of Congress, and understand the world of scholarship that depends on that legacy. The Librarian must be a seasoned administrator with a proven ability to lead an extensive and complex organization whose primary concern is scholarship and research. The Librarian must be able to deal effectively with many constituencies and points of view.

ARL has a profound interest in the selection of the next Librarian of Congress. The Librarian's professional knowledge, political acumen, and leadership ability will have much to do with the well-being of our nation's libraries. We look forward to hearing Dr. Billington's statement and responses to the Committee's questions, and we look forward to working closely with him, as we have with his illustrious predecessors.

Sincerely yours,

Shirley Echelman

Shirley Echelman
Executive Director

SE:lp

NATIONAL COORDINATING COMMITTEE
FOR THE PROMOTION OF HISTORY

Administrative Offices: 400 A STREET SE
WASHINGTON, DC 20003(202) 544-2422

DR. PAGE PUTNAM MILLER
Director

MEMBERS

American Historical Association
Organization of American Historians
Society of American Archivists
Western History Association
Phi Alpha Theta
American Association for State and Local History
Society for Historians of American Foreign Relations
Society for History Education
Southern Historical Association
American Bibliographical Center-Clio, Inc.
Coordinating Committee on Women in the Historical Profession-Conference Group on Women's History
History of Science Society
Society for the History of Technology
Berkshire Conference of Women Historians
Conference on Peace Research in History
Immigration History Society
Northern Virginia Association of Historians
Conference Group for Central European History
Women Historians of the Midwest
Georgia Association of Historians
Polish American Historical Association
Agricultural History Society
American Library Association-Library History Round Table
Western Association of Women Historians
National Federation of State Humanities Councils
Society for History in the Federal Government
National Council on Public History
National Archives Assembly
American Association for the History of Medicine
Association for Documentary Editing
Midwest Archives Conference
American Military Institute
National Association of Government Archives and Records Administrators
Society for Historians of the Early American Republic
Federation of Genealogical Societies
Oral History Association
Mid-Atlantic Regional Archives Conference

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STATEMENT OF THE NATIONAL COORDINATING COMMITTEE FOR THE PROMOTION OF HISTORY

ON THE NOMINATION OF JAMES H. BILLINGTON AS LIBRARIAN OF CONGRESS

SUBMITTED TO THE SENATE RULES COMMITTEE FOR THE JULY 14, 1987 CONFIRMATION HEARING ON JAMES H. BILLINGTON

The forty-eight historical and archival organizations that compose the National Coordinating Committee for the Promotion of History support the nomination of Dr. James H. Billington to be the thirteenth Librarian of Congress.

Serving since 1973 as the Director of the Woodrow Wilson International Center for Scholars, Dr. Billington has provided strong intellectual and administrative leadership for an institution that serves many constituencies. As the second Director of the Woodrow Wilson Center, he was the catalyst for the establishment of many of its widely acclaimed programs and activities. He has demonstrated an ability to foster intellectual pursuits and to promote the healthy and innovative expansion of a major cultural institution.

A nationally recognized scholar of Russian history who has been an avid user of the Library of Congress, Dr. Billington would bring to this position an awareness of the needs of the research community. Historians support the nomination of Dr. Billington because he is a person who can provide the informed and effective leadership needed to maintain the Library of Congress as the premiere research library in the world. An extremely persausive and articulate individual, Billington has the skills required to ensure that the Library has the financial, technical and personnel resources needed to meet its extensive and varied obligations to the Congress, scholars, the library community, and the public.

The Library of Congress is currently facing many formidable challenges. One problem of particular concern to historians is access to pre-1968 books and serials once the card catalog is removed this fall from the Main Reading Room. There is Premarc, a computerized catalog, but it has not been edited and containsan inaccuracy rate of 25%. And there will soon be a microform catalog, but early assessments indicate that the film quality is poor and the layout awkward. Another pressing problem is the deterioration of books printed on acidic paper. The Library of Congress estimates that 77,000 volumes in its collection move from the "endangered" to the "brittle" category each year.

We believe that James Billington will be able to establish systematic and comprehensive programs for access and preservation of the national treasures housed at the Library of Congress.

The NHA National Humanities Alliance

10 July 1987

The Honorable Wendell H. Ford
Chairman
Committee on Rules and Administration
305 Russell Senate Office Building
Washington, DC 20510

Dear Senator Ford:

On behalf of the 57 scholarly and professional humanities associations, museums, libraries, historical societies, higher education associations, and state humanities councils comprising the National Humanities Alliance I am writing to express support for the confirmation of James H. Billington as the thirteenth Librarian of Congress.

Dr. Billington is a distinguished historian whose research and publications on Russian history and culture are highly regarded. In 1973, Dr. Billington assumed the directorship of the fledgling Woodrow Wilson International Center for Scholars, the independent agency housed at the Smithsonian Institution. Under his adroit leadership, the Wilson Center has grown most effectively into its mandate from Congress to combine advanced research and communication to foster interaction between the worlds of ideas and of affairs. The nation's memorial to its twenty-eighth president is now widely admired -- its distinguished fellowships widely sought. He has proven to be an adroit administrator who has attracted and retained strong staff. Significantly, Dr. Billington has been equally successful in attracting and effectively utilizing the ideas of consultants and advisors in shaping the Wilson Center. Although the Wilson Center is far smaller and less complex than the Library of Congress, we feel that the manangement and leadership skills Dr. Billington has developed in his present position equip him well to lead the Library of Congress.

The stewardship of the Library of Congress is of considerable importance to many sectors of American society. The Alliance's constituency is especially concerned with the quality of leadership the Library of Congress offers not only in managing and providing access to its own vast research resources but also in cooperating with other institutions to address the host of national and international issues such as enhancing access to the scholarly resources of all research institutions, accelerating preservation and conservation of those materials, and the like in which the Library must continue to play a first rank role.

(continued)

1527 New Hampshire Avenue, N.W.
Washington, D.C. 20036

202/328-2121

Dr. Billington's deep understanding of research and scholarship and his experience in effectively managing an organization operating within the federal sphere have provided him with a strong base from which to undertake the challenge of leading the Library into the next century.

Yours sincerely,

John H. Hammer
Director

CC: Senator Claiborne Pell

CONSORTIUM of SOCIAL SCIENCE ASSOCIATIONS
1625 I STREET, N.W., SUITE 911, WASHINGTON, D.C. 20006 • [202] 887-6166

July 8, 1987

1987 JUL 13 AM 9 14

Honorable Wendell Ford
Chairman
Committee on Rules & Administration
SR-305 Russell Senate Office Building
U.S. Senate
Washington, DC 20510

Dear Senator Ford:

I am writing to support the nomination of Dr. James H. Billington to the position of Librarian of Congress. He is superbly qualified for the position.

The Librarian of Congress is a first among equals vis-a-vis the heads of the major public and research libraries in this country. The Librarian's leadership can do much to improve the status of libraries in this country and ensure equal access of all Americans to the resources of the fine libraries of this country.

Dr. Billington's appointment to the position of Librarian of Congress would do much to consolidate and augment the impressive advances made under the stewardship of Daniel Boorstin. As an erudite and outspoken defender of the basic values of this society; a well-respected writer and teacher with a long list of scholarly accomplishments to his credit; a researcher who understands the importance of libraries for the continued intellectual growth so significant for the future of this country; and an experienced administrator whose work at the Woodrow Wilson International Center for Scholars has been admired and imitated around the world, Dr. Billington is in every way a worthy successor to Dr. Boorstin. We support his nomination without reservation.

The Consortium of Social Science Associations (COSSA) represents 185,000 American scientists across the wide spectrum of the social and behavioral science disciplines, who regularly utilize the libraries of this country for their research. A list of COSSA's Members, Affiliates, and Contributors is attached.

Thank your time and attention.If you have any further questions concerning our support for Dr. Billington, please feel free to call us.

Sincerely,

Howard J. Silver
Associate Director for
Government Relations

Encl.

Consortium of Social Science Associations

Members

American Anthropological Association
American Economic Association
American Historical Association
American Political Science Association
American Psychological Association
American Sociological Association
American Statistical Association
Association of American Geographers
Association of American Law Schools
Linguistic Society of America

Affiliates

American Assembly of Collegiate Schools of Business
American Association for Public Opinion Research
American Educational Research Association
American Society of Criminology
Association for Asian Studies
Association for the Social Sciences in Health
Eastern Sociological Society
Gerontological Society of America
History of Science Society
International Studies Association
Law and Society Association
Midwest Sociological Society
National Council on Family Relations
National Council for the Social Studies
North Central Sociological Association
Northeastern Anthropological Association
Operations Research Society of America
Population Association of America
Regional Science Association
Rural Sociological Society
Social Science History Association
Society for the History of Technology
Society for Research on Adolesence
Society for Research in Child Development
Society for the Scientific Study of Religion
Southern Sociological Society
Southwestern Social Science Association
Speech Communication Association
The Institute of Management Sciences

Contributors

American Council of Learned Societies
University of California, Berkeley
University of California, Irvine
University of California, Los Angeles
University of California, San Diego
University of California, Santa Barbara
Carnegie-Mellon University
Center for Advanced Study in the Behavioral Sciences
University of Chicago
University of Colorado
Columbia University
Cornell Institute for Social and Economic Research
Cornell University
Florida State University
Harvard University
Howard University
University of Illinois
Indiana University
Institute for Research in Social Science, UNC-Chapel Hill
Institute for Social Research, University of Michigan
University of Iowa
The Johns Hopkins University
University of Maryland
Massachusetts Institute of Technology
Maxwell School of Citizenship and Public Affairs, Syracuse University
University of Michigan
University of Missouri
National Opinion Research Center
University of Nebraska
New York University
University of North Carolina, Chapel Hill
Ohio State University
University of Oregon
University of Pennsylvania
Pennsylvania State University
University of Pittsburgh
Princeton University
Rutgers University
Social Science Research Council
University of Southern California
Stanford University
State University of New York at Stony Brook
University of Tennessee, Knoxville
Texas A & M University
Tulane University
University of Virginia
University of Washington
University of Wisconsin, Madison
University of Wisconsin, Milwaukee
Yale University

CARRIE JOHNSON
3219 North 1st Street, Arlington, Virginia 22201

July 10, 1987

Honorable Wendell H. Ford, Chairman
Committee on Rules and Administration
United States Senate
Washington, D.C. 20510

Dear Mr. Chairman:

As you consider the nomination of Dr. James Billington to be Librarian of Congress, please also consider the need to insure full public access to the Library's collections by maintaining comprehensive, accurate catalogs so readers can find relevant works.

Without top-quality catalogs, the Library's vast resources would be practically as inaccessible as if the reading rooms were closed.

My specific concern is the Library's plan to uproot its great card catalog this fall and phase in two grossly inferior substitutes -- an error-plagued database named Prearc, and an awkward microform system -- as the primary guides to nearly 5 million books, government publications and other sources more than about twenty years old.

For me, at least, this is not an issue of cards versus computers or tradition versus automation. The issue is the quality of vital research guides.

As an independent historian who depends on the Library, and who likes computers, I frequently use the automated catalog of newer works even for items also in the card catalog. I would welcome an equally accurate, reliable computerized guide to 19th-century and early 20th-century sources. Prearc is not it. Trying to use Prearc is as frustrating as trying to do business with a telephone directory full of misspelled names, wrong numbers, obsolete "yellow pages" categories, and government and business listings that may be 50 or 90 years old.

Library reference specialists have found that countless valuable older works on major topics, including World War I, women's history and the evolution of technology, are almost impossible to locate through Prearc. In the card catalog such materials are easily found.

The other alternative being readied by the Library, the Saur microform system, will have accurate information but is eye-straining, cumbersome and prone to breakdowns.

The Library's managers are well aware of these problems. Yet they plan to dismantle the card cabinets during renovation of the Main Reading Room, apparently to gain space for more desks and computer terminals. The card catalog will be moved temporarily to the Adams Building, then returned to the Jefferson Building for a while. However, Library staff have given no assurances that the 60 million cards will be properly housed and maintained or even kept for public use until an equally good alternative becomes available in a decade or more.

It is not progress to gain desks and lose easy access to millions of books. As the Library acquires new leadership, the Senate should affirm its support for maintaining high standards and essential services. It would also be timely to find out the potential costs of proper conversion of the card catalog, which will certainly be a long, expensive job. Accordingly, the Senate should obtain commitments from Dr. Billington to --

1) restore the card catalog to its current cabinets or equivalent housing after renovation and keep it fully available to the public until a high-quality computerized catalog of older works becomes available; and

2) look into the entire situation and report to Congress on the time and resources needed to bring the Prearc database up to the Library's usual high standards or develop a better one from scratch.

I am grateful for your attention to this and would appreciate your including this letter in the record of the confirmation hearing.

Sincerely,

Carrie Johnson

Carrie Johnson
522-8940

CC: Dr. James Billington

AMERICAN BAR ASSOCIATION

OFFICE OF THE PRESIDENT
EUGENE C. THOMAS
AMERICAN BAR CENTER
750 N. LAKE SHORE DRIVE
CHICAGO, ILLINOIS 60611
TELEPHONE: 312/988-5100
ABA/NET: ABAOIO

PLEASE REPLY TO:
1800 M STREET, N.W.
WASHINGTON, D.C. 20036

July 13, 1987

Hon. Wendell H. Ford
Chairman, Committee on Rules and
Administration
U.S. Senate
Washington, D.C. 20510-1701

Dear Mr. Chairman:

The American Bar Association House of Delegates voted in 1981 to support a National Law Library that would serve not only all lawyers in this country, but all of our people. Since then, the ABA Standing Committee on Facilities of the Law Library of Congress has been working with Dr. Daniel Boorstin to obtain implementation of that recommendation.

On the occasion of the confirmation hearing for the new Librarian of Congress, a time we consider appropriate for the revisiting of this topic, the ABA wishes to reiterate its support for the establishment of a National Law Library within the Library of Congress. Converting the existent Law Library of Congress to a "national law library" would make the world's preeminent legal collection readily available to the nation.

As the Senate Committee on Rules and Administration, in the course of these confirmation hearings, logically turns to and considers the future of the Library of Congress, the American Bar Association hopes it will encourage the widest availability and most effective dissemination of legal information to all those who need and want it. This would be a worthy goal in any year, but in the year of the Bicentennial of the U.S. Constitution, it is particularly appropriate. We respectfully suggest that that can best be addressed by positive consideration of a National Law Library.

Respectfully yours,

Eugene C. Thomas

PIKES PEAK LIBRARY DISTRICT

Kathryn J. Dowlin, Director

May 21, 1987

Senator Wendell H. Ford
173A Russell Senate Office Building
Washington, D. C. 20510

Dear Senator Ford:

I am writing to you to express my sincere concern over President Reagan's nomination of a historian for the post of Librarian of Congress. My concern goes beyond the purely parochial considerations of a librarian who believes that the largest library in the United States should be led by a librarian. My concern stems from my commitment to increase access to information and knowledge for the citizens of the United States. I wish to briefly point out four issues that bear on Dr. Billington's appointment:

1. Dr. Boorstin has served admirably in the position over the past years, and I have no interest in denigrating his efforts. I admire the historian's perspective and am confident that Dr. Billington will continue the strong leadership for historical concerns. However, in assessing Dr. Boorstin's tenure, one must ask, what would the Library of Congress be today if the Librarian of Congress was recognized as a leader in librarianship and information science; had a support network with other libraries and librarians; had international connections; was confortable with today's information technology; and was focused on the future rather than the past?

2. The Library of Congress is more than the symbolic repository of culture, a view which seems to appeal to those who want to appoint a scholar to the post of Library of Congress. It has the resources to become a national citadel of information and knowledge while preserving its ability to function as the research center for Congress. The Library of Congress should be the apex of a national information network which allows the average citizen (those who indeed subsidize its operations) to go to their local library and access the collection of over 83 million items. Considering the fact that fewer than 14 million items are books, it seems obvious that the next leader of the Library of Congress should be a librarian with the systemic mastery required to organize such a vast collection.

PENROSE PUBLIC LIBRARY
473-2080

EAST LIBRARY AND INFORMATION CENTER
531-6333

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3. I am deeply concerned that the United States is virtually the only civilized country in the world that has no library charged to be a national library. There is no institution in this country required to:

   a. have a collection of last resort;
   b. create a national network for resource sharing by libraries, and thus their users;
   c. create standards for bibliographic control to facilitate access; nor
   d. provide leadership in the creation of knowledge via electronic technology.

   It is catastrophic for the United States government to regard our largest repository of information as merely an appendage, like the National Endowment for the Humanities, at a time of increasing concern over the ability of Americans to compete in the global marketplace. Not only are we in an information age; we are in the neographic age as opposed to the graphic age. As the increasing majority of communication transactions are neographic, electronic media will continue to gain importance. Efforts by the Library of Congress to deal with electronic media, while laudable, fall far short of what is needed.

4. The historian is trained to research and document the past. The librarian is trained to organize the documents concerning the past created by the historians; to organize the information for today; and to create the system to organize information and knowledge in the future. Who will archive the electronic information of today and tomorrow if the leadership of the Library of Congress continues to focus on the past?

I urge you to consider these points and to take a position that the future Librarian of Congress be trained to deal with the present; and the future, as well as the past.

Sincerely,

Kenneth E. Dowlin

Kenneth E. Dowlin
Director

KED:nc

cc: Representative Joel Hefley

ROLL CALL, v. 32, Mar. 30, 1987, p1,10

Four Candidates Vie For Librarian Of Congress Post

By Lynda Robinson

The White House has narrowed its list of candidates to replace Librarian of Congress Daniel Boorstin to four people and could nominate a successor as early as this week.

The contenders for the job appear to be Jarolslav Pelikan, a history professor at Yale University; Gertrude Himmelfarb, a history professsor at City University of New York's graduate school and wife of conservative intellectual Irving Kristol; James Billington, director of the Smithsonian's Woodrow Wilson International Center for Scholars; and Robert Wedgeworth, dean of Columbia University's graduate library school and former executive director of the American Library Association.

Boorstin, a Pulitzer Prize-winning historian, plans to retire on June 15 to devote himself to writing and lecturing. He has served as Librarian for the past 12 years and is widely acclaimed for increasing the visibility of the Library and opening its rich resources to the public.

Several Senators are following the

Continued on page 10

White House Eyes Four For Librarian

Continued from page 1

selection of Boorstin's successor closely, including Paul Simon (D-Ill). Simon wrote a letter in support of Billington's nomination, but says all the candidates are well qualified.

"I think any of them would be good from what I hear," he says.

Sen. Daniel Moynihan (D-NY) has also taken an active role in the selection process, writing a letter of support for Himmelfarb.

Himmelfarb's candidacy is also boosted by her family's close ties to the administration. Her husband is editor of The Public Interest magazine and a senior fellow at the American Enterprise Institute. Her son, William, serves as chief of staff and chief counsel to Secretary of Education William Bennett.

At least one candidate backed by a Senator did not make it onto the final list of candidates. Sen. Lowell Weicker (R-Conn) wrote a letter on behalf of Brown University professor Jacob Neusner, who is unlikely to be nominated.

Two other leading candidates — New York Public Librarian Vartan Gregorian and former U.S. Archivist Robert Warner — have indicated they are not interested in the job.

The choice of the next Librarian — only the 13th in Congress' history — is a somewhat delicate matter for the White House. Unlike executive branch nominees, the Librarian doesn't answer to the President after his confirmation. He or she answers only to Congress.

Simon says the White House appears anxious to avoid the controversy that surrounded its nomination of ultra-conservative John Agresto to head the National Archives.

"There has been at least some consultation" with Congress, Simon says. "How much weight it's been given, I don't know."

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15 APR 1987 p. G1, G6

Billington In Line To Be Librarian

Early Reaction Favors Wilson Center Chief

By Carla Hall
Washington Post Staff Writer

The White House intends to nominate James H. Billington, director of the Woodrow Wilson Center for the Smithsonian Institution, to the post of librarian of Congress, according to House and Senate staff sources.

Although the nomination has not been publicly announced, White House personnel officials have notified various members of Congress that Billington is the choice. Yesterday, the White House called the office of Sen. Robert Dole (R-Kan.) to say "that they intended to proceed with his selection," according to Sheila Burke, Dole's chief of staff.

The nomination must be confirmed by the Senate Rules Committee.

Billington would succeed historian and author Daniel Boorstin, the nation's 12th librarian of Congress, as head of the world's largest library. Boorstin has held the post since the fall of 1975 and plans to resign in June.

Billington, 57, has been director of the Wilson Center for advanced scholarly research here in Washington since 1973. The author of "Icon & the Axe," one of the foremost histo-

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15 APR 1987 p. G1, G6

GTON POST

Billington

LIBRARIAN, From G1

ries of Russian culture, he is a highly regarded Sovietologist who takes a hard line on the Soviet Union and has been consulted by President Reagan on that subject.

Billington declined yesterday to comment ahead of the White House on the library position or whether he was assuming it. Others were not so reticent.

"Oh, hooray!" said Sen. Claiborne Pell (D-R.I.), who chairs Congress' Joint Committee on the Library, on learning of Billington's selection. "I'm delighted. I think he'd be terrific at it."

"I think he's perfect for it," said Rep. Sidney Yates (D-Ill.), who as chairman of the House appropriations subcommittee on the interior has jurisdiction over the Smithsonian and has known Billington since his early days as director of the Wilson Center. "He was quite young and idealistic—still is," Yates said. "And he's really developed the Wilson Center into a force."

The influence and impact of the librarian of Congress is not easily recognizable in the title. The fact that the library itself is the largest in the world and its chief is nominated by the president qualifies the job as the most prestigious librarianship in the world. The way in which the library is run—from the ease with which users get books to the hours that the library keeps—is crucial to countless users of all levels of scholarship and academic work, as well as to members of Congress.

"The Library of Congress is really the nation's libraries' library," said Pell. "You want a librarian who is a good administrator and a highly respected scholar."

But beyond that, the library is also a major cultural institution and the post of librarian carries a unique ability to blend scholarship and popular culture.

"Prior to the creation of the secretary of education—and to a certain extent now—the librarian of Congress has also been a de facto minister of culture, and Dan Boorstin has been superb at that, actually developing that role and carrying it out in a modern context," said Robert Wedgeworth, dean of the Columbia University School of Library Service and a candidate for the post himself.

Boorstin, a high-profile librarian, has taken advantage of the library's various cultural and scholarly acquisitions to hold events and seminars, promoting and popularizing the resources of the library.

Not without some measure of controversy from time to time, Boorstin himself has become a symbol of the intersection of scholarship, contemporary culture and political Washington. A historian and author, he convenes discussions at the library, gives speeches outside the library and dines at Washington social functions.

The leading candidates for the job were for the most part highly respected scholars; only Billington had a substantial background in both administration and scholarship.

Past librarians have included journalists, a politician, a physician, a poet—Archibald MacLeish—and a few professional librarians. As they have in the past, library professionals lobbied this year for an experienced librarian in the job, and one such person—Wedgeworth—was seriously considered by the White House. Wedgeworth, who was one of four candidates to whom the White House narrowed their search, was informed by letter on Monday that he had not been chosen.

"He's outstanding," said Yates of Billington. "He's an intellectual, the only thing he's not is a librarian—which the library people won't like, but Daniel Boorstin wasn't a librarian either."

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CT 100

P. 26 Billington James H.

A Scholarly Librarian

James Hadley Billington

By IRVIN MOLOTSKY
Special to The New York Times

WASHINGTON, April 17 — It was rush hour on the Moscow subway, with thousands of commuters hurrying to and fro. In the middle of the crowd, oblivious to the tumult about him, an American scholar was pointing out mosaics on the subway station's walls.

Man in the News

The scholar, James H. Billington, was named today by President Reagan as the nation's Librarian of Congress, a nomination long expected. If the Senate approves the nomination, Dr. Billington will become the 13th person to head the Library of Congress.

The position, which is being relinquished by Daniel J. Boorstin, is at the pinnacle of American intellectual life. The library serves as the nation's repository of literature and other art forms and plays important roles in copyright matters and conservation of the printed word. The Librarian of Congress earns $85,500 a year.

The Moscow incident, related today by Lynn V. Chaney, chairman of the National Endowment for the Humanities, shows, she said "why he is such a marvelous scholar — it is an example of his devotion to the life of the mind."

Director of Wilson Center

Mrs. Chaney serves on the board of directors of the Woodrow Wilson International Center for Scholars, where Dr. Billington, the center's director, has his office at the Smithsonian Institution.

The Moscow subway is not an extraordinary place to find Dr. Billington. He is a Russian scholar who has been cosseted by Mr. Reagan on the Soviet Union, and is the author of "The Icon and the Axe," a study of Russian culture.

Dr. Boorstin said he saw some significance in the President's reaching out to a Sovietologist for this most American of posts.

"It is a happy coincidence that this profound scholar of Russian culture should be nominated to head our national library when we are more than ever aware of our need for a deeper and more sympathetic understanding of the Russian past," Dr. Boorstin said. "His nomination becomes a symbol of our free nation's openness and our desire to understand the whole world's possibilities."

Father's Secondhand Books

James Hadley Billington was born on June 1, 1929, in Bryn Mawr, Pa., the son of Nelson and Jane Billington. In an interview today in his home in the Georgetown section of Washington, Dr. Billington traced his love of books to his father, who had to go to work early in life because of the death of his own father.

"My father didn't go to college but he filled our house with books that he bought at Leary's," he said, with warm recollections of the secondhand bookstore that once nestled into a niche of the old Gimbels department store in downtown Philadelphia.

"We got lots of books that were cheaper because their owners had marked them up, and it made me wonder, 'Why did this reader underline this passage?' As the librarian, I guess I shouldn't be saying this because people are not supposed to do that."

He grew up in the Philadelphia suburbs and was graduated from Lower Merion High School in 1946. He received a Bachelor of Arts degree from Princeton University and a doctorate from Oxford University's Balliol College, where he was a Rhodes scholar. He later served in the Army, became a history instructor at Harvard University and then a professor of history at Princeton.

Dr. Billington is married to the former Marjorie Anne Brennan. They have four children: Susan Billington Harper, herself a Rhodes scholar at Balliol; Anne Billington Flachey, James H. Billington Jr. and Thomas E. Billington.

Asked today what he might do as Librarian of Congress, Dr. Billington said it would be premature to go into detail. "In a general way, the possibilities of the library involve maintaining, enhancing and celebrating this extraordinary collection of human memory," he said. "It's a question of bringing out the music that's already there."

Dr. Billington praised Dr. Boorstin, saying, "He's done an extraordinary job and has been an important spokesman and moral force for the importance and glory of this extraordinary facility."

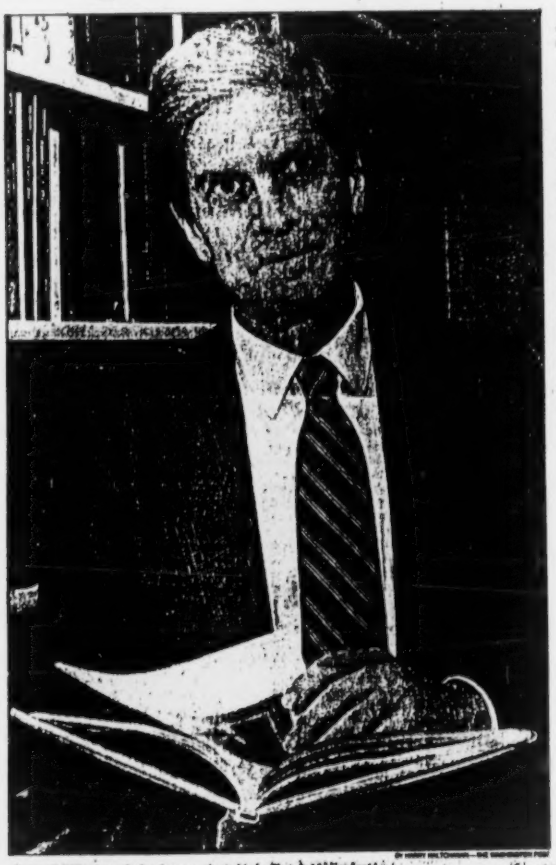
Dr. Boorstin was subjected to a tough hearing when he was nominated by President Ford, both for his conservative views and for his prolific writing, which some members feared would interfere with his duties as librarian.

Dr. Billington is expected to face no such difficulties unless a skeleton is found in his closet. Actually, there is one, but it is a very old.

"Governor Bradford said that the Billingtons were 'no profane family in all New England,'" Dr. Billington said, referring to William Bradford, the governor of Plymouth Colony. The reason for that description, Dr. Billington said, came not from the fact that five Billingtons had just arrived aboard the Mayflower but "because one of them, John Billington, was the first man hanged in the New World."

Dr. Billington said he did not know what crime the man had committed, adding, "I'm not sure we're really related, but we've always kind of claimed it."

Chapter and Verse, American Style



James H. Billington, who has been nominated to be librarian of Congress.

James H. Billington: Nomination To Be Librarian Is 'Awe Inspiring'

By Carla Hall
Washington Post Staff Writer

Author and scholar James H. Billington, nominated yesterday by the White House to be librarian of Congress, called it "awe inspiring and exciting to be the keeper of that flame."

He described the library as "an extraordinary repository of human memory" and said he accepted the offer to run it because "it's a unique opportunity for public service . . . If you're a scholar in its proximity, it's like asking a Catholic if you'd like to be in St. Peter's."

Billington, 57, has been director of the Woodrow Wilson International Center for Scholars—which is attached to the Smithsonian Institution—since 1973. He is the author of several books on the Soviet Union, including "The Icon and the Axe," considered one of the foremost studies of Russian culture. He is also working on two books in the same arena: on Soviet culture, and Soviet society under Mikhail Gorbachev.

His nomination must be approved by the Senate, and Billington, in an interview yesterday, was careful to point out he didn't consider the job really his until the Senate acted. But early congressional response has been favorable, and on the benchmarks of the Library of Congress post—scholarship and administrative ability—he appears to rank high.

Billington outlined in general terms his prospective role at the library:

There is the job of maintaining the collections as well as "a home

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APR 18 1987 p. C1, C4

James Billington

LIBRARY, From C1

for the creative inquiring mind of whatever inclination, age." There is also the task of articulating "the scholarly and research needs and values of the country" with the library being "a key in the midst of a great web of libraries in this nation."

And there is also the role of "helping to bring all this richness to bear on a process of a free people trying to govern themselves . . . helping support and articulate the creative agenda of a free people—giving it depth, memory, perspective . . . that's an exciting moral task as well."

Billington is not a professional librarian—as some library professionals would have liked. "I think it's very important to draw fully on and learn everything one can from the world of the professional librarian," he said. "I have the greatest respect for that world and I've benefited from it immensely."

Billington declines to say whether he is a Reagan supporter. "I was a Republican," he said. "I've been a registered independent since I came down here, and I'm not a political person. But I'm happy to confirm myself as a cultural conservative who believes in traditional values."

Of the Wilson Center, he said, "I've been administering a nonpartisan [institution] and relating well to a large number of people."

Though known as a hard-liner on Soviet issues, he said he was not fond of such appellations—"I don't put labels on myself"—and said, "I think I have a deep appreciation of some of the indigenous phenomena of Russian culture and I have a great admiration for the great religious and artistic accomplishments of the traditions of the Russian people. But I have fairly firm views on the nature of our relations and negotiating proceedings with the imperial parties."

Billington graduated first in his class from Princeton University in 1950 and was a Rhodes Scholar at Oxford University, where he earned his doctorate in 1953. After serving in the U.S. Army from 1953 to 1956 (becoming a first lieutenant), he taught at Harvard University and was a professor of history at Princeton from 1964 to 1973.

BY HARRY NALTCHAYAN—THE WASHINGTON POST

James Billington, currently director of the Wilson Center.

He traces his interest in Russia back to his World War II-era high school days outside Philadelphia when he decided to read "War and Peace" in Russian and, quickly realizing he needed more than a dictionary, engaged a tutor to give him lessons every Sunday. The lessons continued through high school and his interest in the Soviet Union never waned. He finished Tolstoy's novel in college.

"I felt I didn't just learn the language, I learned the culture, and that's how I got interested in cultural history."

That approach to scholarship has characterized all of his work, he says. "I believe in highly interpretive scholarship—humanistic, synthetic, historical," he said. "If you read about what people have aspired to, you are somehow better fortified for your own path." His most recent book, the 1980 "Fire in the Minds of Men," is a history of the revolutionary tradition in the modern world.

"The kind of scholarship I think we need more of is providing tentative answers to important questions rather than definitive answers to secondary ones," he said. "I'm a great fan of all kinds of analytic and methodical techniques but we also need to put things together, not just take them apart."

Billington left university life for the Wilson Center because of his interest in intellectual exchanges and "the thought of helping to shape a young institution . . . was particularly attractive. I am in a sense a child of Princeton at the end of the Woodrow Wilson era, where a sense of public service was part of one's life."

A great contribution of the Wilson Center, Billington said, is providing a time and place for "the idiosyncratic scholar" to work. "Having the interested, probing mind is what this country is all about—it's really the highest form of freedom in ideas. If you're pursuing speed, you might crash into a highway. If you're pursuing truth, the horizons are limitless."

Not only do the Wilson scholars—Billington said the center has had 1,170 of them over the years—use the Library of Congress, but to some extent both institutions have similar goals. The Wilson Center encourages "interaction between the world of affairs and the world of ideas." The library has the capacity to do the same, says Billington.

"We don't have as healthy and rich an interaction between that world [of ideas] and the world trying to solve political problems of the country," he said. "So the fact that this library stands so close to the political community is a source of great hope and great possibility."

2725

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APR 21 1987 p. A18

A New Librarian

PRESIDENT REAGAN has made a fine choice in nominating James H. Billington to be Librarian of Congress. Dr. Billington is a noted historian who in recent years turned the Smithsonian Institution's Woodrow Wilson Center for International Scholars into a world-class place for Americans and foreigners to study public affairs. He would bring to his new post the same combination of immersion in the world of ideas and experience as administrator of another Washington intellectual enterprise that marked the preparation of the outgoing Librarian, Daniel Boorstin.

Born as a research service for Congress, the Library of Congress has expanded in size, stature and role in recent years. Yet it is much more than a place with the resources and traditions needed to support elite humanistic research and an immense array of specialists. It also serves, as it should, college students writing term papers, neighborhood people dropping by to pass an hour, and, in general, the curious citizen. It was one of Dr. Boorstin's early goals and eventual accomplishments to make the Library's contents more accessible to people who had not previously known how to use it.

Dr. Billington's scholarship has focused on exploring Russian culture and society and the revolutionary spirit in history. Without being one who strains constantly to make history "relevant" to current affairs, he has sought to shine on current affairs the special light available from a study of the past.

Large tasks face the next Librarian of Congress. He must manage a sprawling operation in Gramm-Rudman times, and he must seek to consolidate and advance the gains made by his predecessor in making the library more accessible—not to mention taking steps to preserve and protect this gigantic store of material, some of which is decaying swiftly with the passage of time. It is a difficult and exciting job, and James Billington seems to us the right person to do it.